

77 Relationship Building Activities in 7 Minutes or Less

These are 77 actions you can take to build relationships with the people in your organization in 7-Minutes or less a day. Take the Challenge!

Write

1. Write a handwritten note to a team member detailing what they contribute to the organization. Mail, hand deliver it, or stick it in their company mail slot.
2. Write an encouraging text to someone such as “you did a great job today” or “I’m so thankful for all you do.”
3. Write an email to someone letting them know specifically why you appreciate them.
4. Write a note to a team members parents or significant other detailing what you appreciate about their loved one.
5. Write a reference letter for someone on the team, or nominate them for an award.
6. Write an encouraging comment about one co-worker on a strip of paper and make it into a loop. Then ask them to do the same for someone else and string the two loops together. Keep going until you have an entire chain of kind encouraging thoughts from one co-worker to the next.
7. Write a list of the top ten positive qualities you notice about a team member and give it to them.
8. Write a poem about one of your team members detailing what you appreciate about them.
9. Write a note of support for a co-worker you know is having a tough time.
10. Write a note to a behind-the-scenes player letting them know how much you appreciate the work they do.
11. Write a note of thanks to the third shift and leave it where they’ll find it.

Speak

12. Call someone to tell them specifically why they do a good job.
13. Tell a co-worker’s boss what a great job they did this week and why!
14. Stop someone in the hallway and praise them about their work.

7-Minute Culture Cure Challenge

15. Leave a message on a team members voice mail to tell them specifically how they make a difference.
16. Tell someone they've gone above and beyond this week and to take the rest of the day off! (Assuming you have the authority to do so.)
17. Say "you make such a positive, lasting difference in our customers' lives."
18. Say "you have the ability to brighten anyone's day! I always feel better when I'm working with you."
19. Say "your effort on this project made me so proud."
20. Say "you handled that challenge like a true professional."
21. Call a team member's parent or significant other to tell them what you appreciate about their loved one.
22. Praise a team member in front of their co-workers or a co-worker in front of their boss.

Ask

23. At the beginning of a team huddle ASK "What's your celebration?" Ask everyone to go around the circle and say one thing they are celebrating today.
24. Ask a team member about their long term goals and how you might help.
25. Ask a co-worker who's struggling how you can help them.
26. Ask questions to get to know someone better. For instance, "what's one thing about you that sounds made up, but is 100% true?" Or "what's your favorite thing to do outside of work?" Or "What do you hope to be doing five years from now?"
27. Ask a team member's opinion on a workplace dilemma.
28. Ask for a team member's feedback. Be silent and take in their comments with an open mind and heart.
29. Pass out 3 index cards to a number of team members in your staff meeting. Ask them to write START on one, STOP on the other, and CONTINUE on the last one. *Tell them you want to take your workplace culture to the next great level and in order to do so you want their input. What should we START doing, what should we STOP doing, and what should we CONTINUE doing? Write your answers on these index cards as you think of them during the day and by the end of the day put them (in my mailbox) or (in this envelope) or any other place you designate.*
30. Ask a team member to lead the staff meeting that day.
31. Ask someone to join an important project that might help their desired personal or professional development.
32. Sit down with an employee for 7 minutes and ask them what you could do better to support them in their role.

7-Minute Culture Cure Challenge

33. Ask your team member “If you ran our organization, what’s one thing you would do differently?”

Play

34. Play the Floor is Lava. Send out a text a message on the walkie talkies that “The Floor is Lava.” Let everyone lift their feet up for a few seconds and have a little laugh. You may have to explain the game at a staff meeting.

35. Put on a song and get everyone dancing for 7 minutes or less.

36. Gather a group together and have them pick a partner. Have them all smile at you. Then make a grumpy face at you. Then a silly face. Tell them to go back-to-back with their partner. On the count of three they are to whip around really fast and make one of those three faces at their partner. The smile, the grumpy face, or silly face. The goal is to make the same face as their partner, but they can’t tell them which face. No secret hand signals either.

37. Play a 7-minute IceBreaker Game like asking everyone to share the first concert they ever attended and their favorite concert.

38. Start a team meeting with Two Truths and a Lie. Have coworkers share two things about them that are true and one lie! Have others guess what’s the truth and what’s the lie. Go until you hit 7 minutes.

39. Play “Don’t Smile.” Have a group of team members sit in a circle and stare at each other without smiling. The last person who’s still not smiling wins a prize.

40. Play “If I won the lottery.” Have people share what they would do if they won the lottery.

41. Play “What I appreciate about you is....” Go around the circle and have each team member share what they appreciate the most about the person to their right. If you have time, go around again to the left.

42. Blow up a big “punch” ball and see if it can be kept in the air for 7 minutes without anyone dropping it.

43. Give everyone a scratch off ticket and play the lottery together.

44. Walk around the hallways for 7 minutes and hand out candy to your team members. You could make it fun by asking them to answer trivia questions for chocolate.

Learn

45. Learn one thing about a team member you didn’t know before.

46. Spend 7 minutes or less inside the Red-Carpet Culture Club and with the goal of learning something new.

47. Learn something you didn’t know about the history of racism or unconscious bias and post it in the community. Also, share your learnings with your team.

7-Minute Culture Cure Challenge

48. Learn a co-worker's name and use it each time you see them.
49. Learn about your employees by asking them two questions. "What did you want to be when you grew up?" And "What's your favorite thing about the job you have now?"
50. Spend 7 minutes reading an article on how to create a better organizational culture. Come back to the community and tell us what you learned. How will you put it into action?
51. Spend 7 minutes reading part of Donna's book "Employees First!" - post in the community about your favorite take a way and what you're going to do about it.
52. Learn about your team member's motivation. Ask someone "What's your why?" "Why do you show up every day and do what you do."
53. At a team meeting, go around the room and ask everyone to share one thing that their co-workers may not know about them. Be sure they share only those things that would not be uncomfortable. Hobbies, future goals, etc.
54. Learn about someone's future goals and write down one thing you can do to help them achieve those goals.
55. Ask your employees what THEY want to learn.

Create

56. Hand out folders and stickers and encourage everyone to make SMILE files for themselves. These are folders where they will keep notes, emails, and messages that make them smile. When they are having a tough day they can bring it out and look through all the messages. Encourage them to write things to contribute to each other's SMILE files.
57. Create a quick and easy welcome sign for a new co-worker.
58. Invite a group of people to create a wall of positive Post-It notes for a co-worker. Give them all sticky notes and markers and have them write positive messages for their teammate. Plaster them all over their work area.
59. Create a Standing Ovation. Gather up a group of co-workers to give a Standing Ovation to a teammate who has accomplished something great or gone above and beyond.
60. Create a Traveling Trophy tradition. Bring in a funny stuffed animal or banana or something and call it the Traveling Trophy. Give it to someone who is deserving and tell them why they got the trophy today. They can keep it for one day. Then they must pass it on to someone else and share why they gave it to that person. Keep this going forever.
61. Create a red carpet welcome for a new team member. Roll out a red carpet and applaud as they enter the building.
62. Create a list of 10 employees on the left side of the paper. On the right side, write down something you appreciate about them. Carry this with you and when you run into them, let

7-Minute Culture Cure Challenge

them know what you appreciate about them. Hold these positive thoughts in your mind throughout the day.

63. Create something to add to someone's SMILE File.

64. Create a Hershey's Hugs gift by tying up a bunch of Hershey Hugs in tissue paper and a ribbon. Give it to someone and tell them they've been hugged!

65. Create an invitation to "Lunch with the Boss" and send it out to a group of employees. (Lunch, of course, will take more than 7 minutes)

66. Create a culture of communication by spending 7 minutes in the morning updating teammates on what's going on in the organization.

Think

67. There is a Native American thought process called the Rule of Six. The idea is that even as we write a story about someone based on the limited information we have, there are at least 6 other possibilities. For instance, you may think "they are late. They don't care about their job" - but in reality, they could have hit traffic, or their alarm didn't work, or they missed the bus, or they had an issue dropping their child off at school, etc. It lets us know that the story we write about someone isn't necessarily the correct one as all 6 possibilities could also be true. We learn empathy and to stop jumping to conclusions. If you're writing a story about someone else - THINK about the other 6 possibilities.

68. Put yourself in their shoes. Think about it from someone else's perspective.

69. Think about your intended result before communicating with employees. How do you want them to feel at the end of this communication? How will this change your communication?

70. Think about the feedback you've received from team members. What's one thing you could do to make things better for them?

71. Think about an employee's long term goals. What's one thing you could do to help them reach those goals.

72. Think about someone who encouraged you. Now think about someone you want to encourage. How and when will you do it?

73. Ask your team members to think of 3 ways to improve communication in the workplace and write their thoughts down.

74. Review the notes from the above activity and think about one idea you could act on today to improve communication.

75. Think about one thing you could do to be a better leader. Decide how you will practice your new habit.

76. Think about one teammate who doesn't get a lot of recognition and decide how you will encourage them today.

7-Minute Culture Cure Challenge

77. Think about one teammate that has a lot of potential for growth. Invite them to join you for lunch so you can brainstorm ways they can learn and develop.

Those are 77 ideas - now add your own and get ready for the challenge on February 14, 2023!