Icebreakers for a New Team

Host rules / Keep this page

3-8 adults / in person or remote / One question to start / 24 original prompts

Use one question when a small adult team meets for the first time, or when a new colleague joins. Everyone can answer, including established teammates; the newcomer is not the subject of a quiz. Choose an easy introduction, a practical prompt, or a made-up situation.

1. Ask whether a short question would be welcome, then choose one for the whole group. Explain that listening, thinking quietly, and passing are all options.

2. The host may offer a brief answer first. Invite volunteers without going around the room or calling on the new person. Cameras can stay off on a call.

3. Stop after one question or at your agreed stopping point. Move to the agenda without a recap of who answered. No one needs to finish the deck.

Always room for a pass

Answer, invent an answer, think quietly, listen, or pass without explaining. Do not score responses, test names or memory, or ask the new colleague to perform for the group.

Keep examples general. Do not ask for client names, private work files, personal history, or an explanation for passing. This page has no answer field and does not connect a shared room or sync devices.

Printing & privacy

Use Letter paper. Print single-sided at 100% / Actual size, one PDF page per sheet. Test one page first. Cut only the card sheets; keep host and welcome notes whole. Do not collect written answers.

Original AI-assisted draft questions. Human English review, group playtesting, physical print quality, and duplex alignment are not yet verified. Planned durations are not measured outcomes.

Print check: measure these bars after printing at 100% / Actual size.

1 inch 25 mm

Icebreakers for a New Team

Facilitator notes / Keep this page

One question. Two welcome formats.

Everyone is meeting for the first time

Choose one card before the main agenda

1. Explain how the activity ends and that passing is welcome.
2. Read one question. The host may answer first, then invite volunteers without a required order.
3. Allow quiet thinking. Thank the group and move to the agenda; no participation tally is needed.

One new colleague is joining

The same invitation for new and established teammates

1. Offer one shared question, not a quiz about the newcomer.
2. Invite volunteers from the whole group. Avoid asking the new colleague to answer every follow-up.
3. End after one question or at the agreed time. Do not collect or evaluate answers.

Host checklist

- Keep the activity optional, including for the host and newcomer.
- No name-memory tests, introductions on demand, or response rankings.
- Keep work examples general; never open private files or show a room.
- On a call, cameras can stay off; use the tools the team already uses.

Icebreakers for a New Team

Card sheet / Cut along the thin outlines

F22-001 / REV 1

Easy introductions

What tiny topic could you happily chat about with someone you've just met?

Answer, listen, or pass. No explanation needed.

F22-002 / REV 1

Easy introductions

What sort of question is easiest to answer when names and faces are still new?

Answer, listen, or pass. No explanation needed.

F22-003 / REV 1

Easy introductions

Which everyday item would you give a completely unnecessary instruction manual?

Answer, listen, or pass. No explanation needed.

F22-004 / REV 1

Easy introductions

What small detail do you enjoy noticing in a place you're visiting for the first time?

Answer, listen, or pass. No explanation needed.

F22-005 / REV 1

Easy introductions

What would you call the moment when you recognize a new colleague but haven't learned their name yet?

Answer, listen, or pass. No explanation needed.

F22-006 / REV 1

Easy introductions

What ordinary thing would you like to see being made in a factory?

Answer, listen, or pass. No explanation needed.

F22-007 / REV 1

Easy introductions

What do you enjoy doing slowly, even when there's no reason to hurry?

Answer, listen, or pass. No explanation needed.

F22-008 / REV 1

Easy introductions

What would make an introduction feel less like giving a speech?

Answer, listen, or pass. No explanation needed.

Icebreakers for a New Team

Card sheet / Cut along the thin outlines

F22-009 / REV 1

Finding our feet

What would be useful to have explained before a new team tackles its first shared task?

Answer, listen, or pass. No explanation needed.

F22-010 / REV 1

Finding our feet

How could we make it easy to ask what an unfamiliar abbreviation means?

Answer, listen, or pass. No explanation needed.

F22-011 / REV 1

Finding our feet

What would you put under 'We haven't decided yet' on a new team's first agenda?

Answer, listen, or pass. No explanation needed.

F22-012 / REV 1

Finding our feet

What should someone be able to ask on day one without starting with 'Sorry'?

Answer, listen, or pass. No explanation needed.

F22-013 / REV 1

Finding our feet

What small detail would help you tell a draft from a decision in a new team's notes?

Answer, listen, or pass. No explanation needed.

F22-014 / REV 1

Finding our feet

How could a team show where everyday questions belong without expecting anyone to know the system already?

Answer, listen, or pass. No explanation needed.

F22-015 / REV 1

Finding our feet

Which parts of a first-day plan should be clearly marked as optional?

Answer, listen, or pass. No explanation needed.

F22-016 / REV 1

Finding our feet

What would make a useful stopping point for a team's first planning conversation?

Answer, listen, or pass. No explanation needed.

Icebreakers for a New Team

Card sheet / Cut along the thin outlines

F22-017 / REV 1

A fresh page

What would be the first agenda item for a fictional team of lighthouse keepers?

Answer, listen, or pass. No explanation needed.

F22-018 / REV 1

A fresh page

What absurdly specific job could a team of three pencils do together?

Answer, listen, or pass. No explanation needed.

F22-019 / REV 1

A fresh page

What harmless mix-up would start a comedy about a team that has never met?

Answer, listen, or pass. No explanation needed.

F22-020 / REV 1

A fresh page

How would a team of cloud sorters decide what belongs in the 'miscellaneous' pile?

Answer, listen, or pass. No explanation needed.

F22-021 / REV 1

A fresh page

What would a team of bakers and astronomers invent on their first day together?

Answer, listen, or pass. No explanation needed.

F22-022 / REV 1

A fresh page

What question would a curious robot ask at its first ever team meeting?

Answer, listen, or pass. No explanation needed.

F22-023 / REV 1

A fresh page

If an imaginary team project arrived in a box no bigger than a matchbox, what could it be?

Answer, listen, or pass. No explanation needed.

F22-024 / REV 1

A fresh page

What would count as a successful first meeting for a team organizing a festival for snails?

Answer, listen, or pass. No explanation needed.