

Virtual Team Building Activities for Remote Teams

Choose a remote group activity that works by voice, chat, or a shared document, with an asynchronous option for people across time zones.

Host guide / A4 / 3–20 adults; use small groups for live discussion and async threads for larger teams / 10–45 minutes; each card gives a suggested window

Read the guide privately first if this activity has hidden answers. Print single-sided at Actual size / 100%. Cut only sheets marked CARDS. Keep answer keys with the host.

What you need

- An existing call, shared document, chat, or digital whiteboard; choose one tool already available to the group.
- Optional printed cards or a text-only version for participants who prefer not to use a camera.
- No personal photos, private workspace tours, or extra software required.

How to run it

1. Choose a card and decide whether it will run live, asynchronously, or in a mixed format. Tell participants the expected time and where to contribute.
2. Share the complete instructions in text before the activity. Offer voice, chat, or written participation where practical; keep cameras optional.
3. Use a fictional scenario or shared artifact so no one has to reveal personal details or show their home. Make the contribution method and deadline clear.
4. For a live round, explain how turns work and let people pass. For an async round, leave enough time for participants in different schedules to contribute and read earlier entries.
5. Close by summarizing the group's shared artifact or choice, not evaluating individuals. Delete or archive contributions only according to the group's normal document practices.

Choose live, async, or hybrid

A live call works for activities that need quick discussion or a shared decision. Asynchronous formats fit time-zone differences and people who prefer to write or think before replying. A hybrid version can open with a short live invitation, leave a day for contributions, and close with a brief optional recap.

Keep technology simple. Use an existing call, chat, document, or board. This page does not require a particular platform or promise that one tool will work for every organization. If someone cannot access the selected tool, provide a plain-text alternative or let them pass.

Keep cameras and private spaces optional

Do not ask people to display their desk, home, family, or personal belongings. For a show-and-tell style activity, participants can choose an imaginary object, a public item, a written description, or an observer role. Do not require a camera-on norm for a remote game.

Share materials in text and describe any visual board. Let participants submit privately to the host if a public post is uncomfortable. A short activity is not a reason to collect personal photos, contact details, or work performance information.

Make asynchronous rounds complete

An async activity needs a clear start, prompt, contribution format, due window, and close. State whether people may add one comment, edit a shared list, or simply read. A day or two can be more practical than a short same-day deadline, depending on team schedules. These are planning suggestions; use the group's real availability.

Do not require everyone to contribute before the activity can end. If a team member is away, the group can continue with the visible entries or extend the window. A pass is a complete choice, not a missing response to chase.

Printable host script

"This is a short optional group task. You can contribute by voice or text, keep your camera off, observe, or pass. We will use the fictional scenario on the page and will not ask anyone to show a personal space. We will close by looking at the shared artifact, not by scoring participants."

For an async version add: "Please add one contribution before [chosen deadline] if you want to. Reading without replying is fine. We will post a short summary afterward."

Use the activity cards

The cards offer different tasks: text sorting, shared lists, a fictional schedule, a time-zone-friendly plan, and an audio-first guessing round. Each includes a time and a procedure. Choose an activity based on the team's tools, access preferences, and time rather than calling one format universally best.

For large groups, create small optional circles or let participants add text to one shared artifact. The host can summarize repeated ideas without attributing them to named individuals.

CARDS / Virtual Team Building Activities for Remote Teams

<p>WG02-001 / Remote-ready activity</p> <p>Async card sort: fictional event plan</p>	<p>WG02-002 / Remote-ready activity</p> <p>Ten-dot remote priority board</p>
<p>WG02-003 / Remote-ready activity</p> <p>Time-zone friendly mini-event</p>	<p>WG02-004 / Remote-ready activity</p> <p>Plain-language glossary relay</p>
<p>WG02-005 / Remote-ready activity</p> <p>Audio-first clue circle</p>	<p>WG02-006 / Remote-ready activity</p> <p>Shared route from text clues</p>

CARDS / Virtual Team Building Activities for Remote Teams

WG02-007 / Remote-ready activity

Two-window remote schedule

WG02-008 / Remote-ready activity

Mini gallery of imaginary tools

Host answer key

Keep this section separate from player cards. Accept equivalent wording where the meaning matches.

01. Group: any size, with small subgroups of 3–6. Materials: one shared document and 8 text cards: welcome, quiet break, short demonstration, question period, accessibility note, refreshments, closing, and optional activity. Time: 15 minutes of contribution across one day. Participants arrange the cards into a possible event sequence and add one reason or question. The host posts a summary and leaves alternate orders visible.

Works in comments or a plain text list; no live call is required. Treat all sequences as options, not a test.

02. Group: 3–10. Materials: a shared document with four fictional features: clear directions, captioned presentation, quiet break, and optional pair activity. Time: 15 minutes. Give each participant ten virtual dots to allocate among features; allow them to post privately to the host or publicly in the document. Tally only the group total, discuss one difference, and stop.

Use anonymous input if that suits the group. Do not reuse the tally as an employee survey.

03. Group: 3–8. Materials: paper or a shared document. Time: 20 minutes. Scenario: three fictional teammates have different daily schedules, and one cannot join live. Plan a 30-minute optional event with one synchronous moment and one text-based contribution that can be completed later. Include a no-live option and write the chosen plan in three bullets.

This is a fictional planning puzzle, not a demand that anyone disclose their actual schedule or location.

04. Group: 3–8. Materials: a shared text document. Time: 15–25 minutes. The host supplies six made-up terms such as “blue window,” “quiet gate,” and “north loop.” Each participant chooses one term and writes a plain-language definition for an imaginary project. A second volunteer may suggest a clearer version; keep both drafts visible.

Use fictional terms rather than confidential work jargon. Participation can be one word, a definition, or observing.

05. Group: 3–8. Materials: voice call or chat. Time: 10–15 minutes. One volunteer privately chooses an ordinary public object or an imaginary object and gives three non-identifying clues. Others guess by voice or text. The volunteer may pass or reveal the answer at any point; then invite another clue giver.

No camera or view of a home is needed. Do not choose personal, confidential, or sensitive objects.

06. Group: 3–6. Materials: a shared document and paper optional. Time: 15 minutes. Host posts a fictional map with five landmarks in text—library, bridge, garden, hall, and fountain—and the task is to create a route visiting three of them while including a pause point. Participants suggest one route each, then keep two alternatives.

There is no correct route. A participant may type, speak, or observe; do not require drawing.

07. Group: 3–8. Materials: shared document with four neutral options: read a short brief, add one comment, attend a 15-minute call, or listen to a recap. Time: 15 minutes. Build a fictional plan that includes two optional live windows plus a fully async path. Check that the plan can be understood without spoken explanation.

Do not ask people to disclose private calendars. The exercise is about the fictional plan only.

08. Group: 3–10. Materials: shared document or chat. Time: 15 minutes. Each volunteer invents a tool for a fictional public library and writes its name plus one use. After four or five entries, the group sorts them into “quiet,” “navigation,” and “sharing” themes. People can contribute by text or pass.

Use imaginary examples so participants do not need to show personal objects or work products.

Hosting questions

Do people need a camera?

No. The activities can use voice, chat, a shared document, or observing. Keep cameras optional and avoid asking people to show a room or personal object.

Can the activities work asynchronously?

Yes. Several cards use a shared text document and a clear contribution window. State the prompt, deadline, and close in advance.

Do we need a special app?

No. Use a call, chat, shared document, or board the group already has access to; provide a text alternative where possible.

Do these activities improve remote team performance?

No outcome is promised. They are optional activities, not tests or measures of work effectiveness.

Original AI-assisted resource with AI editorial review. Independent human playtesting and physical printing have not been completed. Answer, listen, or pass.