



SMACK HAPPY

# VIDEOCAST

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## VIDEOCAST NOTES #017

### HOW TO CREATE AUTHENTIC CONNECTIONS IN THE WORKPLACE

#### CONDENSED NOTES & KEY TAKEAWAYS

**[Smack Happy] What is team building and why would you want to invest in doing it?**

[Shuai] Teambuilding is an activity you do outside of the workplace. You give your team members a challenge to complete or accomplish. The goal is to bond together to build that rapport, trust and safety and to also create group norms that are better than the ones currently in the workplace.

You want to invest time because teambuilding both increases your company income and decreases your costs. It increases income because it gets your team to be more effective, more efficient, and to work better together. It decreases cost because teambuilding has been shown to decrease company churn. So, less people quit! It also decreases sick and PTO time because people tend to come to work more when they are happier and call in sick less.

**[Smack Happy] How do you build trust, rapport, and safety in the workplace?**

[Shuai] It's all about seeing someone as they are outside of work and outside of that transactional relationship. It's about creating opportunities for shared enjoyment and happiness and joy. Creating that safe environment where you don't feel like someone is going to keep on stomping on you all the time.

**Types of Teambuilding Activities / Ideas to Try**

**Scavenger Hunts** get people to get outside of the work environment and explore the area. This is fun to just play around, and have fun.

**Inner-Team Dynamics** encourage teams to find other teams to work together to solve a challenge on a scavenger hunt.

Or you might have to work together with your team, for example, to work against another team to win a specific challenge. This gets everyone involved with a lot of different people.

**Super Spy Challenges** encourages you to find a certain someone on another team and do something on the sly to win the challenge like, slip a piece of paper in their bag without anyone seeing.

**Remote Team Challenges** helps remote teams get together and form more intimate connections, because you can't be in the same room.

**Puzzle Games** are easier to complete with team members. In teambuilding puzzles, you need a large variety of skillsets to be able to complete a challenge. One person may be better at jigsaw puzzles, while another is better at solving a word search.



This week's special guest:  
**Shuai Chen of Gr8er Good Games**

Shuai Chen is the Founder and Chief Puzzle Officer of Gr8er Good Games in San Francisco. Gr8er Good Games is a San Francisco-based social enterprise. Their mission is to embed a culture of play and social good through races, scavenger hunts, and games.