



Meeting Starters for Bold & Resilient Teams

A Brand New... (Yes, And Edition)

Purpose:

Encourages divergent thinking and co-creation without judgment.

Instructions:

In pairs or small groups, invent something totally new using only “Yes, and...” to build the idea. Share creations.

Suggested Prompts:

- A brand new kind of vacation
- A brand new meeting format
- A brand new product made from cheese

Time: 3–5 minutes

Facilitator Tip:

Set a fun tone. The wilder the idea, the better.

Reflection:

What helped or blocked idea flow? What surprised you about the process?

Pocket Pairs

Purpose:

Develops adaptability, communication, and playfulness.

Instructions:

Pairs are assigned a real-world scenario. At random points, they must draw a “movie line” or absurd quote and use it as the next line of dialogue—then justify it.

Time: 5–7 minutes

Facilitator Tip:

Model this first with a confident pair. Embrace the weird.

Reflection:

How did you work together to stay in flow? How does this relate to navigating real workplace surprises? There was laughter, what was it like to experience joy and delight on the other side of something unexpected (as opposed to assumed fear)?

Fortune Cookie

Purpose:

Invites team alignment, shared insight, and spontaneous creativity.

Instructions:

Go around the group, one word at a time, to create a single fortune (e.g., “You will soon discover unexpected brilliance in...”).

Optional prompt:

“What is the fortune our team needs today?”

Time: 2–4 minutes

Facilitator Tip:

Don’t overexplain—let it unfold. Encourage playful energy.

Reflection:

What message emerged? What does it say about your team’s current mindset?

Epic Rock Paper Scissors

Purpose:

Fosters positive energy, celebration, and team spirit.

Instructions:

Play Rock, Paper, Scissors in pairs. The loser becomes the winner’s cheerleader and follows them to their next match. Continue until one person is crowned, surrounded by supporters.

Time: 5–7 minutes

Facilitator Tip:

Turn up the volume! Encourage loud cheering.

Reflection:

What does celebration look like in your culture? When do you cheer each other on? When we hold the spotlight instead of seek it... we still end up on the winning team.

Skip 3s

Purpose:

Strengthens focus, presence, and self-regulation. Embrace mistakes.

Instructions:

Count aloud in a circle. Every time you reach a number divisible by 3 or containing a 3 (e.g., 3, 13, 15, 30), clap instead.

Time: 3–5 minutes

Facilitator Tip:

Maintain a rhythm—clapping or snapping helps. Let mistakes be part of the fun.

Reflection:

What helped you stay present? How do you respond to small errors?

Spotlight/Shout Outs (Weekly Ritual)

Purpose:

Builds trust, visibility, and peer-to-peer affirmation.

Instructions:

Start each meeting by inviting team members to hold the spotlight for a team member by offering a "shout out" to colleagues for bold actions, thoughtful contributions, or moments of impact. Begin with 3 per meeting and increase over time.

Time: 2–5 minutes

Facilitator Tip:

Give a heads-up beforehand so people come prepared.

Reflection:

How does it feel to be recognized by your peers? How can we make this a consistent habit?

This Meeting Would Be Better If...

Purpose:

Transforms cynicism into creativity.

Instructions:

Go around and complete the sentence:

“This meeting would be better if...”

Encourage serious, silly, or bold ideas.

Time: 3–4 minutes

Facilitator Tip:

Track ideas over time. You might uncover useful patterns or fun experiments to try.

Reflection:

What feedback here might actually be useful? What does your team crave?

Clap Circle

Purpose:

Promotes listening, synchronicity, and team flow.

Instructions:

Stand in a circle. One person makes eye contact with the person to their right and claps at the exact same time. That person then turns and passes the clap to the next person in the same way. In round two, participants can "clap back" to reverse the direction.

Time: 3–5 minutes

Facilitator Tip:

Model eye contact + synchronicity before starting. Add a rhythm if needed.

Reflection:

What helped the group stay in sync? What caused disruption? How does this relate to team dynamics?

Mistake Museum

Purpose:

Normalizes imperfection and builds psychological safety.

Instructions:

Each team member shares a recent, low-stakes mistake. Bonus if it includes a laugh or a lesson.

Time: 3–5 minutes

Facilitator Tip:

You go first. Be candid and disarming.

Reflection:

How do we treat mistakes here? Do we see them as threats—or gifts?

Fast Compliments

Purpose:

Strengthens team bonds and energizes connection.

Instructions:

In pairs, take 30 seconds each to give your partner as many specific, sincere compliments as possible. Then switch.

Time: 3 minutes

Facilitator Tip:

Encourage specificity. Compliments don't have to be work-related.

Reflection:

How did this affect your energy? What would happen if we led more often with affirmation?

Ready to Take the Next Step?

These meeting starters are just the beginning. If you're looking to deepen trust, improve collaboration, or equip your team with bold, human-centered tools for connection and resilience—let's talk.

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Let's build brave, connected teams—one moment of trust at a time.