

Top 50 Icebreaker Questions



About the Author

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— Ming has extensive experience in assisting organizations to manage changes and implement continuous improvement.

— Ming is enthusiastic to help people and organizations to unlock their potentials and advance performance.

— She works with like-minded partners at Leadership Tribe to help clients navigate and persevere their journey of transformation, embrace Agile mindset, and fully realize the value and benefit of being Agile.



Our Shortlisted Icebreakers



Icebreaker as a Powerful Tool

An 'icebreaker' can be a very powerful tool on many occasions.

For instance, to help members to bond in a newly formed team, to understand your team members better, to acquaint participants from different backgrounds in training, etc.



Help to Get You Started

I have summarized some of my top list of icebreaker questions, guidelines, and tips for using icebreakers, which I use while facilitating my training programs.

I hope they can provide some help to you. I have categorized them into 5 groups briefly. You may find some questions can fit in multiple categories, depending on the context, objective, the way they are used, and your own perspectives.

Shortlisted Icebreakers

1

Get to Know Your Team for the First Time

Introductory, relevant, simple questions to create connection and build confidence.

2

Get to Know Your Team Better

Create a safe environment and dig deeper to understand a bit more about people.

3

Evaluate the Current State

Initiate open discussion on 'where we are' and (re)align to our goal.

4

Understand the Team's Desire

Tap into people's desires, visions, motivations, and appreciate 'where we want to be'.

5

Fun and Creativity

Bring smiles to people's faces, anchor positive emotion, and boost team energy.

1. Get to Know Your Team for the First Time:

1. Tell us about your name and how did you get your name?
2. If you are going to use an adjective to describe yourself, which word will you choose? (e.g. Mighty Ming)
3. Tell us one fun fact about yourself.
4. Name one thing that you are unbeatable at.
5. If you were famous, what would you be famous for?
6. What would the title of your autobiography be?
7. What sport would you compete in if you were in the Olympics?
8. As a child, what did you want to be when you grew up?
9. If you could live anywhere in the world for a year, where would it be?
10. What are your hopes, fears, and expectations (e.g. for this training program)?



2. Get to Know Your Team Better:

1. If you could keep / change one part of your work / life routine, what would it be?
2. What is the best piece of advice you have ever been given?
3. If you could do anything in the world as your career, what would you be?
4. If you were left on a deserted island with either your worst enemy or no one, what would you choose and why?
5. Which decade do you love the most (e.g. 70s, 80s, etc.) and why?
6. What would you do with your time if you have won the lottery jackpot?
7. If you had to eat the same meal every day for the next year, what would you pick?
8. What do you do to stay active / relieve stress?
9. What's something new you've learned about yourself in the last three months?
10. Name one thing that you have completed recently that you are proud of.
(Variation: Have you been pleasantly surprised by anything recently?)

3. Evaluate the Current State:

1. What gives you the unbounded happiness at work / in life?
2. How would you describe your work / lifestyle in 3 words?
3. Who / What has made a positive difference in your work / life recently?
4. What are some strategies that you've found to be helpful in your recent work / life?
5. If you had to give a lecture on one thing you are great at, what would it be?
6. What would you change if you have a magic wand and can change absolutely anything in your current work / life?
7. What emoji represents you today and why?
8. Are you aware of any aspects of your personality that hold you back? How do you adapt?
9. Name one thing you've been procrastinating on. What are your next steps?
10. What's one of the biggest risks you've taken in your career / life?
How do you feel about having taken it?



4. Understand Team Members' Desires:

1. What would your absolute dream job / life be like?
2. If you could instantly become an expert in something, what would it be?
3. If you could have one superpower today, what would it be, and for what purpose?
4. Name one small thing that would improve your day today / job satisfaction?
5. What's something that puts you in a state of flow?
6. A genie appears and grants you a wish for someone else in the world. Who and what do you make a wish for?
7. If you could rid the world of one thing, what would it be?
(Variation: What's one thing that you could stop doing to give yourself more focus?)
8. What's something you would change if you ran the world?
9. If you had a magic button to bring you whatever you wanted, what would it summon?
10. If you have the power of teleportation right now, where would you go and why?



5. Fun and Creativity:

1. If aliens landed on earth and offered to take you with them, would you go?
2. What would be the most surprising scientific discovery imaginable?
3. What is your favourite magical or mythological animal?
4. What is one thing we would never guess about you?
5. What current fact about your life would most impress your five-year-old self?
6. According to you, what looks 'easy peasy lemon squeezy' but is actually 'difficult difficult lemon difficult'?
7. What's your guilty pleasure right now?
8. What is one thing you do that gives you child-like joy?
9. What would you do if you came home and found a penguin in your freezer?
10. If you could choose any two famous people to have dinner with, who would they be?



Guiding Principles

- Establish a safe environment encourage all members to participate and have fun
- Be genuine and authentic with good intention to help
- Appreciate the differences of people, be curious and respect all opinions



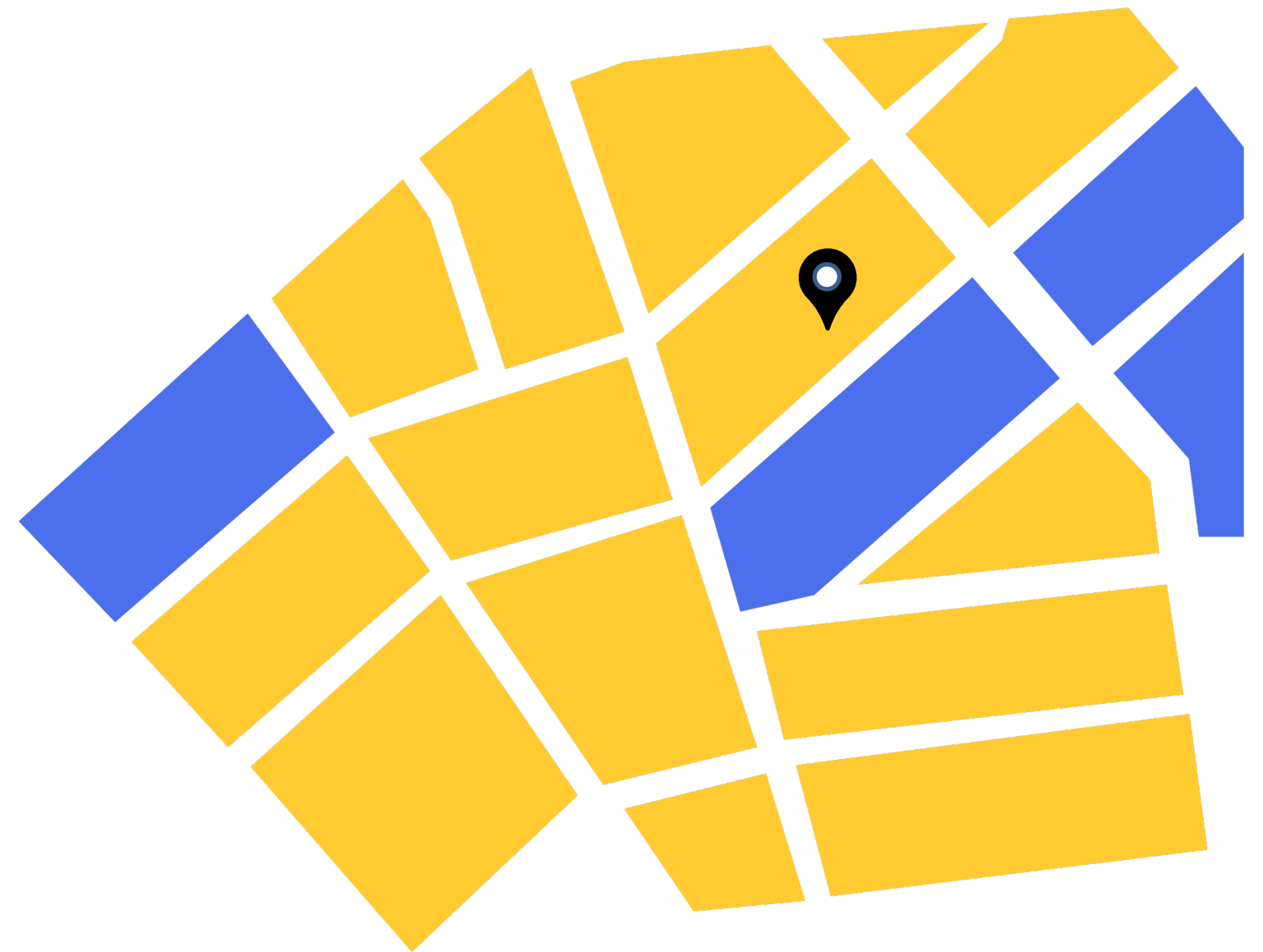
- Avoid culturally / politically sensitive questions
- Be okay if people don't have an answer. On the other hand, you may well be surprised by their creativity
- Keep the positive vibes, and most importantly, have fun!


Keep Up the Great Work

Facilitation is a process, and so is our journey of improvement.
The context, the team, and the dynamics are constantly changing and evolving. We need to constantly assess, plan, execute, adapt to support the team.,

Check Points:

- How are the teams interacting with each other and with you?
- What is the level of rapport established?
- What happened and your response?
- What helps to continuously build trust and relationship?





"People will forget what you said,
people will forget what you did,
but people will never forget
how you make them feel".

– Maya Angelou

Tell Me About Your Thoughts

We'll guide you
throughout the journey

I'd love to hear your journey:

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An abstract graphic at the bottom of the slide consists of several thick, curved stripes. The stripes are in three colors: orange, black, and white. They are arranged in a way that creates a sense of movement and depth, with some stripes curving upwards and others downwards, creating a layered effect.

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We help our clients to adopt Agile ways of working with a focus on improving performance, building capability, and delivering results.

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