**Create deliberate connections**

The most challenging aspect of working remotely is feeling remote. Help your team feel a sense of connection by deliberately engineering face-time. Here are some of our favorite examples:

* **Build in small-talk-time in meetings** for everyone to share something personal and playful. For example:
  + What is your weather like? Add in to chat.
  + What are you watching/ reading right now?
  + What is your favorite snack you have stockpiled on in your kitchen?
  + What was your favorite game/ cartoon/ hobby as a child?
  + What is your favorite holiday and why?
  + Favorite podcasts? App?
  + Last thing you bought on Amazon?
  + Best travel memory?
  + Share your favorite joke!
* **Start the day with a standup** and end with a wrap up. Share goals, accomplishments, small wins, or even just something small you learned.
* **Suggest peer 1-on-1s** with coworkers. Offer a tool like [Donut](https://lifelabslearning.slack.com/apps/A11MJ51SR-donut) for Slack to make connection easier.
* **Create optional co-working times** with cameras on or chat on. Folks can work in silence or shout out if they have a question.
* **Start a tradition of announcing birthdays and work anniversaries** or other personal milestones and meaningful moments.
* **Schedule demo days** where different team members share what they’ve created and what they learned from this project.
* **Rotate meeting facilitators** for optimal visibility and conversational turn-taking.
* **Hold virtual events** for the team to join like workshops and even fitness sessions.

**Have playful team contests.** For example a GIF competitionin which randomly selected teams face off to find the best .gif that represents a certain concept.

**Source**

Life Labs Learning: Complete Remote Playbook

https://docs.google.com/document/d/1rPTjvDQEGLpSgFRX0Gnrpg6z3nsuU4HZFji4Ztn5GKw/edit#heading=h.5xb9hhl7dsai