Creative Conversation Cards

Conversation starters for teams
About Culture Kits

The Creative Conversation Cards along with all of our Culture Kits are free, adaptable, and made for anyone who wants to make work better. We’re sharing our tools to empower and equip you to shape your own work culture. What will you explore with this Culture Kit? Visit dropbox.design for more.

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**Introduction**

This one hour exercise helps teams (especially newly formed teams) get to know each other in a deep, meaningful way.

Each person is given a deck of cards with a series of questions that uncover how they view the world, their jobs, the future, etc. Participants choose which questions they feel most compelled to share with their team—building rapport, empathy and common ground between members of the team and the team at large.

**Kit Contents**

50 question cards centered around life, experiences and values—both in and outside of work.
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Instructions

This exercise can be conducted with teams of 3-40.

Small groups (7 or less)
- Each person gets their own stack of cards and reads through all the questions (50 total)
- Each person picks 4-6 cards that they want to answer (depending on time allocated for the exercise); at least 1 card must be work-related
- The group goes around and each person shares their answer to one card at a time

Large groups (8 or more)
- Each person gets their own stack of cards and reads through all the questions (50 total)
- Group divides into smaller subgroups, ideally pre-sorted by the lead to ensure that people are paired with people they haven’t worked closely with; subgroups should be between 3-6 people
- Each person picks 4-6 cards that they want to answer (depending on time allocated for the exercise)
- Each subgroup goes around and each person shares their answer to 1 card at a time
- The whole team reunites and everyone shares their answer to one of the cards with the entire group (this can be one of the answers they shared with their smaller group or a new one)

Suggestions

Don’t be afraid to dive deep:
This exercise is about helping your team members get to know a side of you that they might not get to see on a day to day basis. The best way to help them do that is by going in-depth with your answers. Avoid one word or overly brief responses—instead share the “why” as much as you can as well as the potential impact that the topic has had on your life and work.

Only share what you feel comfortable sharing:
None of these questions are mandatory so please feel free to opt out of answering anything you don’t feel comfortable sharing in the group.

Create a safe space:
Some of these questions can bring up tough emotions and cause people to be vulnerable. Please be respectful and compassionate when people are sharing.
Cards
If you were forced to take time off from work to learn a new skill, what would it be and why?

What advice would you give your younger self?

If you could do any job in the world what would it be and why?

If you had a skill set to join any other team or role, what would it be and why?
What is one thing you hope people would say about your work?

What was your dream job when you were a kid? How does that compare to what you’re doing now?

What is something important to you that your peers might not know about?

Which of your talents shine in your current role?
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What habits or rituals help you maintain focus?

What sparks creative energy for you?

What stresses you out?
How do you decompress?

What helps you stay in flow?
What was the best project you’ve ever worked on?
What did you love about it?

What is the most challenging project you’ve worked on?
What made it challenging?

What characteristics have stayed with you since childhood?

What is the best career advice someone has given you?
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What qualities do you value in collaborative projects? What qualities do you find challenging?

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What type of tasks do you love? What type of tasks do you avoid?

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What is your least favorite business jargon word? Why?

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What animal would you choose to describe your approach to work?
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What makes a great team? Why?

What is your favorite efficiency tip?

What is your dream project? Why?

What makes a great project? Why?
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<td>What is one quality you admire in leadership?</td>
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<td>What is the most important life lesson you have learned?</td>
<td>What skill are you working to perfect?</td>
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What is a characteristic about yourself you feel best about?

What is the toughest challenge you are facing right now, either personally or professionally?

What is something small or unexpected that brings you joy?

What one goal, personal or professional, do you hope to accomplish this year?
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What inspires you about the future? What scares you?

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When was the last time you took a big risk? How did it make you feel?

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Which virtue is underrated? Why?

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Think back to the last time you received a meaningful message of gratitude. Who gave it to you and why did it matter?
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What kind of music helps you get into a flow state?

Dream dinner party—who is invited and why?

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What is your most used emoji and why?

Which fictional character do you most identify with?
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What is something you love outside of work? Why?

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How would your friends describe you?

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What habits did you form as a kid that are still part of your daily life?

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Which three words would you use to describe yourself?
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In what way might you be tricky to work with?

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What does creative energy feel like to you? What sparks it?

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What is one thing about your hometown that helped shape who you are today?

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What would you like to learn from your peers?
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Which of the qualities of your enneagram number do you associate with the most?

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If you were given the freedom to make a company-wide process improvement, what would it be?