



Building Connections from Day One:

Activities for Integrating New Hires

barometerxp

The Science of Play At Work

HR Virginia Conference

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Why Incorporate Activities?

- Set up intentional connection time
- Highlight stories and personalities
- Create memorable experience
- Cultivate shared identity





Today's Objectives

- Explore employee experience side of onboarding
- Discuss benefits of incorporating connecting activities
- Play and reflect on connecting activities



ROI on Investment in Connection

People who feel a sense of community at work:

58% more likely to thrive at work

55% more engaged

66% more likely to stay



Source: HBR 2022



Achieving Depth with Play




BOND: Have fun with colleagues and strengthen relationships

BUILD: Improve trust and awareness within workplace culture

DEVELOP: Harness everyone's full potential and apply real takeaways





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Sharing Stories

What's the **weirdest** job you've ever had?






Piccles



1. Scan the QR code
2. Draw something that reminds you of your weirdest job
3. Share story with a partner



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Activities that Catalyze Reflection

Why Reflect?

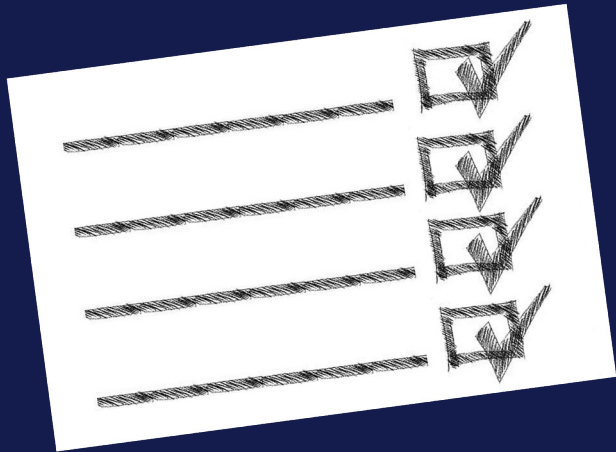
- **Practice Self Awareness**
(notice how we feel, think, and act)
- **Identify Patterns**
(strengths, vulnerabilities, pet peeves)
- **Leverage Talents**
(collaboration for success)



What are the most
important factors for
employee success?



Listography - Round 1



List up to 3 words...

**THINGS THAT HELP PEOPLE
THRIVE AT WORK**

Split into groups of 3-4 people

1 point for each answer match

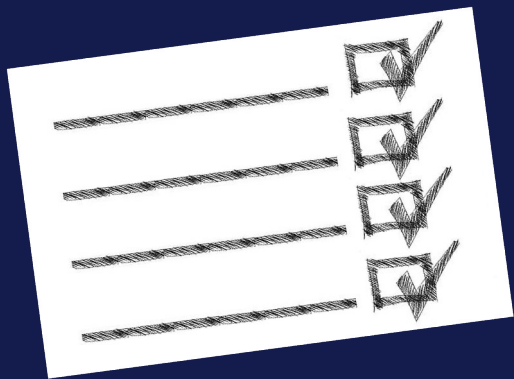


Listography - Round 2



List up to 3 words...

**THINGS THAT HAPPEN DURING
EMPLOYEE ONBOARDING**



Split into groups of 3-4 people

1 point for each word with no matches



Reflection



- What did you think, feel, or notice while you were playing?
- How might you adapt Listography to use as part of an onboarding process?
- What might the benefits be for a new hire?



Employee Engagement Matters!


20%

MORE
PRODUCTIVE



87%

LESS LIKELY
TO LEAVE



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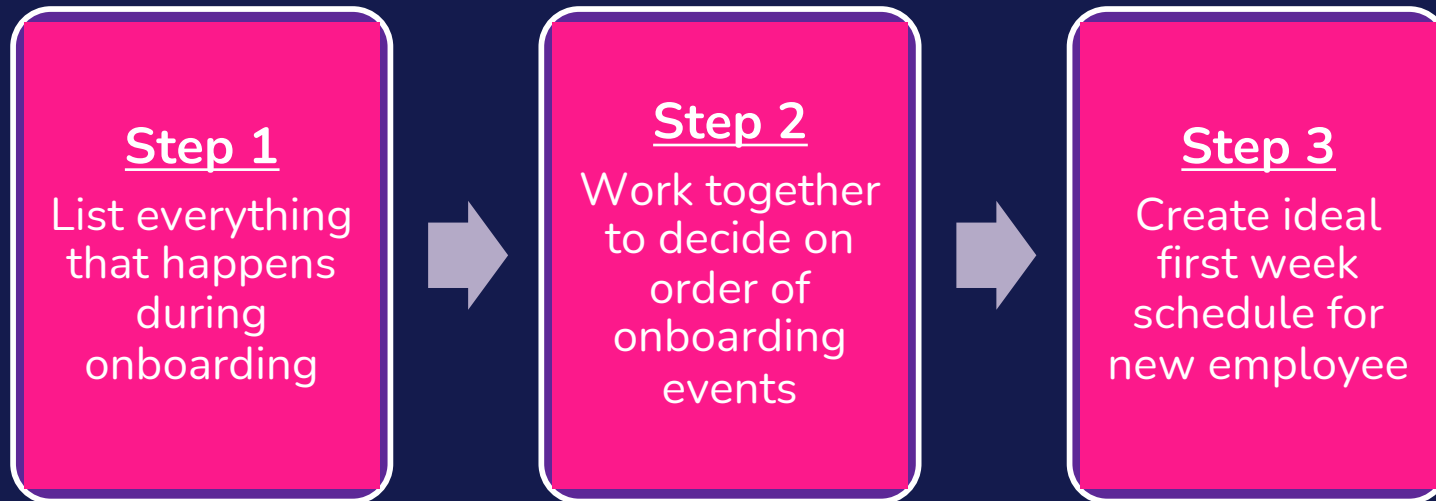
Encouraging Interdependence

What should a new
employee's **first week**
look like?



Process Mapping

In 5 minutes





Reflection



- How would this have been different if you were working alone?
- How did your team work together?
- What would you do differently if you were to do this again?

Want more connecting games ideas?

Share your feedback and I'll invite you to a virtual game session!

Scan this QR code



Or go to

<https://talk.ac/alexandrasuchman>

and enter this code when prompted

HRPLAY24



THANK YOU!



Questions?

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