



LYNTHARIS®

— HUMAN MEANING —

Puls · Action Workbook

Workbook

Remote Team Building

Six modern tools mapped to the five stages of team building — so connection isn't left to chance, even when no one meets in the same room.

6 TOOLS · 12 PAGES · 5 TEAM-BUILDING STAGES · 0 MANDATORY VIDEO CALLS

PREVIEW

BEFORE YOU BEGIN

Why remote team building — and how to work with this workbook

In the office, team spirit builds itself — over coffee, in the hallway, in a shared laugh after a meeting. Remote and hybrid, that "by the way" disappears entirely. What happens naturally in person has to be deliberately designed in a digital team — otherwise it simply doesn't happen.

The bad news first: the mandatory Friday-afternoon virtual drink everyone dreads isn't team building — it's an obligation with a beverage attached. The good news: modern, research-based methods work remotely, proven — they just need a different form than in the office, not less substance.

HOW TO WORK WITH THIS WORKBOOK

- **Who:** The manager facilitates; the whole team actively participates in most tools — team building isn't a spectator sport.
- **Order:** Page 3 (team-building stages) to locate where your team stands → self-check (page 4) → the tools matching your stage first.
- **Rule no. 1:** Don't introduce all six tools at once. One new ritual per month is enough — and lasts longer than six that fizzle out after two weeks.

Connection to your report:

Check the "Collaboration" and "Leadership" detail pages of your plain-text report. Low scores on "belonging" or "trust within the team" are the clearest signal this workbook is due now.

ORIENTATION

The five stages of team building — read remotely

Every team moves through the same five stages (per Tuckman) — whether in an open-plan office or spread across three time zones. The difference: remotely, the transition between stages doesn't happen by itself. First, identify where your team currently stands.

Stage	What happens naturally in person	What's typically missing remotely
1 • Forming	People get to know each other on arrival, over lunch, in casual breaks.	People stay "camera tiles" — you know the job title, not the person.
2 • Storming	Tension shows in tone, facial expression, in the hallway conversation afterward — and is usually resolved promptly.	Conflicts are more often avoided than addressed online and smoulder invisibly.
3 • Norming	Unwritten rules (when to interrupt, when the camera is on) settle in on their own over weeks.	Without explicit agreement, conflicting expectations arise — and quiet frustration.
4 • Performing	Trust grows through incidental observation: who reliably delivers, who keeps their word.	Without visible work, trust must be actively made visible, or micromanagement creeps in.
5 • Adjourning	The last day at work, the farewell is felt together in the room.	Project endings and team changes often pass without a real close.

How to use this page:

Circle the stage where your team is currently stuck. The tools in this workbook are mapped exactly to these five stages — you don't need to start with Tool 1 if your team is well past Forming.

SELF-CHECK

Where does your team stand today?

Answer the ten statements honestly for your team (1 = does not apply at all, 5 = fully applies).

1. I know something personal about every person on the team beyond work. ○ ○ ○ ○ ○
2. New team members feel they belong within two weeks. ○ ○ ○ ○ ○
3. Disagreements are raised openly with us, not carried out in private chats. ○ ○ ○ ○ ○
4. There are clear, jointly agreed rules for availability and response times. ○ ○ ○ ○ ○
5. Camera on or off is clearly settled with us, not a silent point of contention. ○ ○ ○ ○ ○
6. I trust my team even when I can't see anyone working right now. ○ ○ ○ ○ ○
7. Successes are visibly celebrated in the team, not just acknowledged with an emoji. ○ ○ ○ ○ ○
8. There are regular informal-exchange formats that people actually show up for. ○ ○ ○ ○ ○
9. When someone leaves the team, there is a deliberate, shared farewell. ○ ○ ○ ○ ○
10. My team would name "cohesion" as one of its strengths — not just me as the manager. ○ ○ ○ ○ ○

Scoring: 40–50 points = maintain & nurture · 25–39 = sharpen deliberately (choose tools by stage) · below 25 = build systematically (start with Forming/Norming).

Mark it now:

The two statements with the lowest scores show which stage (page 3) is unresolved for you.
Note them on the 30-day plan (page 12).

END OF PREVIEW

Here's how the workbook continues

Tool 1: The Digital Icebreaker Ritual (Forming) · Tool 2: The Conflict Early-Warning Check (Storming) · Tool 3: The Team Charter (Norming) · Tool 4: The Trust Battery (Performing) · Tool 5: Asynchronous Connection Rituals · Tool 6: The Digital Farewell (Adjourning) · 30-Day Implementation Plan · Success Check

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