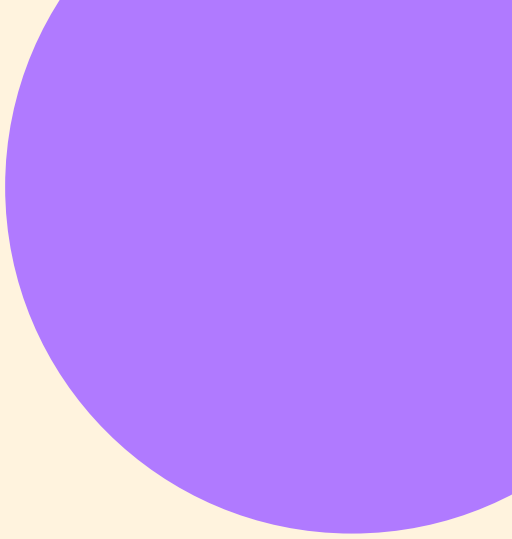




Icebreaker Questions

Openers that warm a room in under a minute — for meetings, teams, classrooms and groups.

HOW TO USE THIS DECK

1. Print on A4. Card stock works best, plain paper is fine.
2. Cut along the grey lines - nine cards per sheet.
3. Keep the three levels in separate piles, or shuffle them together.
4. One person reads a card. Everyone answers. No skipping twice in a row.

LEVELS

Light - 20 cards

Deeper - 20 cards

Deepest - 20 cards

ICEBREAKERS What's the last thing you took a photo of? LIGHT 01	ICEBREAKERS Coffee, tea, or something nobody here would guess? LIGHT 02	ICEBREAKERS What's a small win you had this week? LIGHT 03
ICEBREAKERS If you could add one hour to the day, what would you spend it on? LIGHT 04	ICEBREAKERS What's the most-used app on your phone that isn't messages? LIGHT 05	ICEBREAKERS What was your very first job? LIGHT 06
ICEBREAKERS What's something you're weirdly good at? LIGHT 07	ICEBREAKERS Window seat or aisle seat — and how strongly do you feel? LIGHT 08	ICEBREAKERS What's the best thing you've eaten this month? LIGHT 09

ICEBREAKERS What's a skill you picked up that surprised you? LIGHT 10	ICEBREAKERS If your week had a soundtrack so far, what genre is it? LIGHT 11	ICEBREAKERS What's one thing on your desk that has a story behind it? LIGHT 12
ICEBREAKERS What's a show or book you'd recommend without hesitation? LIGHT 13	ICEBREAKERS Early riser or night owl, honestly? LIGHT 14	ICEBREAKERS What's a place you'd move to tomorrow if logistics didn't exist? LIGHT 15
ICEBREAKERS What's something you tried recently for the first time? LIGHT 16	ICEBREAKERS What's your go-to order when you can't decide? LIGHT 17	ICEBREAKERS What did you want to be when you were ten? LIGHT 18

ICEBREAKERS What's the last thing that made you laugh out loud? LIGHT 19	ICEBREAKERS If you had to teach a 20-minute class right now, on what? LIGHT 20	ICEBREAKERS What's something people get wrong about you at first? DEEPER 01
ICEBREAKERS What kind of work makes you lose track of time? DEEPER 02	ICEBREAKERS What's a piece of advice you ignored and later wished you hadn't? DEEPER 03	ICEBREAKERS When do you do your best thinking? DEEPER 04
ICEBREAKERS What's something you've changed your mind about in the last few years? DEEPER 05	ICEBREAKERS What's a compliment you've received that actually stuck? DEEPER 06	ICEBREAKERS What part of your job would you keep if you could only keep one? DEEPER 07

ICEBREAKERS Who taught you the most about how to work with people? DEEPER 08	ICEBREAKERS What's a risk you took that paid off? DEEPER 09	ICEBREAKERS What do you do when you're stuck on something? DEEPER 10
ICEBREAKERS What's a habit that made a real difference for you? DEEPER 11	ICEBREAKERS What's something you're currently bad at but want to get better at? DEEPER 12	ICEBREAKERS When was the last time you felt genuinely proud of your work? DEEPER 13
ICEBREAKERS What's a decision you made that shaped where you are now? DEEPER 14	ICEBREAKERS What do you wish more people asked you about? DEEPER 15	ICEBREAKERS What's the hardest feedback you've received, and did it help? DEEPER 16

ICEBREAKERS



What does a genuinely good day at work look like for you?

DEEPER 17

ICEBREAKERS



What's something you learned the slow, painful way?

DEEPER 18

ICEBREAKERS



What kind of team makes you do your best work?

DEEPER 19

ICEBREAKERS



What would you do with a fully free month?

DEEPER 20

ICEBREAKERS



What are you quietly working toward that no one here knows about?

DEEPEST 01

ICEBREAKERS



What's something you gave up to be where you are?

DEEPEST 02

ICEBREAKERS



When did you last feel out of your depth, and what happened?

DEEPEST 03

ICEBREAKERS



What do you think you'll regret if you keep doing it this way?

DEEPEST 04

ICEBREAKERS



What's a belief about success you inherited and are still unlearning?

DEEPEST 05

ICEBREAKERS



Where do you feel like an outsider, even now?

DEEPEST 06

ICEBREAKERS



What's the failure you learned the most from?

DEEPEST 07

ICEBREAKERS



What do you want your work to have been for?

DEEPEST 08

ICEBREAKERS



When did you last change direction because something stopped fitting?

DEEPEST 09

ICEBREAKERS



What's something you're afraid you're not good enough at?

DEEPEST 10

ICEBREAKERS



Who do you compare yourself to, and is it fair?

DEEPEST 11

ICEBREAKERS



What would you do differently if no one was watching?

DEEPEST 12

ICEBREAKERS



What's a version of your life you almost lived?

DEEPEST 13

ICEBREAKERS



What do you need more of right now that you haven't asked for?

DEEPEST 14

ICEBREAKERS



What does burnout look like for you specifically?

DEEPEST 15

ICEBREAKERS



What are you tolerating that you shouldn't be?

DEEPEST 16

ICEBREAKERS



What's a truth about this industry you rarely say out loud?

DEEPEST 17

ICEBREAKERS



When did you last do something purely because it mattered to you?

DEEPEST 18

ICEBREAKERS



What would you want people to say about how you worked?

DEEPEST 19

ICEBREAKERS



What's the question you've been avoiding?

DEEPEST 20