



Icebreaker Questions for Work

Skip the awkward silence and actually get to know the people you work with.

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

Easy - 84 cards

Personal - 83 cards

Real Talk - 83 cards

FRIENDS If your job came with a theme song that played every time you walked into a meeting, what would it be? EASY 01	FRIENDS Which snack in the break room would you fight a coworker for? EASY 02	FRIENDS What was the strangest job you had before this one? EASY 03
FRIENDS Imagine our team as a sitcom: who would play the lovable troublemaker? EASY 04	FRIENDS Would you rather have unlimited coffee or an extra hour of lunch every Friday? EASY 05	FRIENDS Which useless skill are you secretly proud of? EASY 06
FRIENDS Which emoji do you overuse in work chats? EASY 07	FRIENDS If you could swap desks with anyone in the world for a day, whose would you take? EASY 08	FRIENDS What did you want to be when you were seven years old? EASY 09

FRIENDS Coffee, tea, or chaos in a can: what fuels your mornings? EASY 10	FRIENDS Describe your ideal lunch break in three words. EASY 11	FRIENDS Which fictional office would you most want to work in? EASY 12
FRIENDS If you had to rename our conference rooms, what theme would you pick? EASY 13	FRIENDS Who is the most memorable teacher or coach you ever had? EASY 14	FRIENDS What's a hobby you picked up and dropped within a month? EASY 15
FRIENDS Name a movie you can quote almost line for line. EASY 16	FRIENDS If you could instantly master one tool or app, which would it be? EASY 17	FRIENDS What is the best piece of free swag you've ever received? EASY 18

FRIENDS Early bird or night owl, and has work changed that? EASY 19	FRIENDS Which season makes you most productive? EASY 20	FRIENDS If your inbox were a weather forecast, what would today's report say? EASY 21
FRIENDS What was your first concert? EASY 22	FRIENDS Pick a superpower that would only be useful at the office. EASY 23	FRIENDS What would your stage name be if you joined a band tomorrow? EASY 24
FRIENDS Which city would you relocate to if remote work had zero limits? EASY 25	FRIENDS How do you take your coffee, and what does that say about you? EASY 26	FRIENDS What's playing in your headphones when you really need to focus? EASY 27

FRIENDS Tell us about the best meal you ate this year. EASY 28	FRIENDS Running a food truck, what would be on the menu? EASY 29	FRIENDS Which board game turns you into a ruthless competitor? EASY 30
FRIENDS What's the funniest autocorrect mistake you've sent at work? EASY 31	FRIENDS Have you ever met someone famous? EASY 32	FRIENDS Would you rather present to the whole company or write a twenty-page report? EASY 33
FRIENDS What small thing instantly makes your workday better? EASY 34	FRIENDS Which word do you always misspell no matter what? EASY 35	FRIENDS If our team had a mascot, what animal should it be? EASY 36

FRIENDS What's on your desk right now that has a story behind it? EASY 37	FRIENDS Name a trend you absolutely refused to try. EASY 38	FRIENDS Which app on your phone gets way too much of your time? EASY 39
FRIENDS What would you do with a surprise day off tomorrow? EASY 40	FRIENDS Mountains, beach, or city break? EASY 41	FRIENDS If you could add one perk to our office, what would it be? EASY 42
FRIENDS Which cartoon character are you most like on a Monday? EASY 43	FRIENDS What's the most random fact you know by heart? EASY 44	FRIENDS Do you have a go-to karaoke song? EASY 45

FRIENDS Who would you want on your team during a zombie apocalypse, and why? EASY 46	FRIENDS Weirdest food combination you actually enjoy? EASY 47	FRIENDS If you wrote a memoir, what would the title be? EASY 48
FRIENDS Which childhood toy would you buy again today? EASY 49	FRIENDS Where is the most interesting place you've ever worked from? EASY 50	FRIENDS Is a hot dog a sandwich? Defend your answer. EASY 51
FRIENDS What was the last thing that made you laugh out loud? EASY 52	FRIENDS Which holiday tradition do you look forward to most? EASY 53	FRIENDS How many tabs are open on your browser right now, honestly? EASY 54

FRIENDS If you could learn any language overnight, which would you choose? EASY 55	FRIENDS What's your most controversial pizza topping opinion? EASY 56	FRIENDS Tell us about a pet, past or present, that ran your household. EASY 57
FRIENDS Which sport would you compete in if you magically made the Olympics? EASY 58	FRIENDS What did you binge-watch most recently? EASY 59	FRIENDS Would you rather have a robot assistant or a personal chef? EASY 60
FRIENDS Suppose your calendar could talk: what would it complain about? EASY 61	FRIENDS What's the best compliment a stranger ever gave you? EASY 62	FRIENDS Share a small win from this past week. EASY 63

FRIENDS Which decade's fashion would you bring back to the office? EASY 64	FRIENDS Any hidden talents we should know about? EASY 65	FRIENDS What's the oddest thing in your fridge right now? EASY 66
FRIENDS If you had a walk-up song for meetings, what would the crowd hear? EASY 67	FRIENDS Which video game from your childhood still holds up? EASY 68	FRIENDS Do you name your plants, cars, or devices? EASY 69
FRIENDS What's the best advice you ever got from a stranger on the internet? EASY 70	FRIENDS Picture a perfect Saturday morning: what's happening? EASY 71	FRIENDS Which chore would you happily outsource forever? EASY 72

FRIENDS Who in history would you love to grab lunch with? EASY 73	FRIENDS What's the longest you've ever waited in line for something? EASY 74	FRIENDS Sweet breakfast or savory breakfast? EASY 75
FRIENDS If your life had a narrator, whose voice would it be? EASY 76	FRIENDS Which book have you recommended the most? EASY 77	FRIENDS What's your favorite way to celebrate finishing a big project? EASY 78
FRIENDS Ever had a totally wrong first impression of a place you ended up loving? EASY 79	FRIENDS What small luxury do you never skip? EASY 80	FRIENDS Could you survive a week without your phone? EASY 81

FRIENDS Which ice cream flavor best matches your personality? EASY 82	FRIENDS What is the most spontaneous trip you've ever taken? EASY 83	FRIENDS Name one thing on your bucket list that surprises people. EASY 84
FRIENDS What first drew you to the kind of work you do now? PERSONAL 01	FRIENDS Which part of your job would you do even if nobody paid you? PERSONAL 02	FRIENDS When do you feel most in the zone at work? PERSONAL 03
FRIENDS Who taught you the most about how to work with people? PERSONAL 04	FRIENDS What's a work habit you're trying to build right now? PERSONAL 05	FRIENDS How do you like to receive feedback: fast and blunt, or thoughtful and written? PERSONAL 06

FRIENDS Which project are you proudest of, and why that one? PERSONAL 07	FRIENDS What does a good day at work look like for you from start to finish? PERSONAL 08	FRIENDS Tell us about a mistake that ended up teaching you something useful. PERSONAL 09
FRIENDS Is there a skill you've been quietly hoping to use more here? PERSONAL 10	FRIENDS How do you recharge after a draining week? PERSONAL 11	FRIENDS What kind of meeting actually energizes you? PERSONAL 12
FRIENDS Which colleague from a past job still influences how you work? PERSONAL 13	FRIENDS Where did you grow up, and how does it show up in how you work? PERSONAL 14	FRIENDS What would your friends be surprised to learn about your job? PERSONAL 15

FRIENDS How has your definition of success changed over the years? PERSONAL 16	FRIENDS If you could redesign your role from scratch, what would you keep? PERSONAL 17	FRIENDS What do you wish more people knew about your part of the business? PERSONAL 18
FRIENDS Which small gesture from a coworker has stuck with you? PERSONAL 19	FRIENDS Name a book, podcast, or talk that changed how you think about work. PERSONAL 20	FRIENDS Deciding what to say no to: what's your rule? PERSONAL 21
FRIENDS What's something you're learning outside of work right now? PERSONAL 22	FRIENDS When have you felt genuinely appreciated on a team? PERSONAL 23	FRIENDS Describe a time you changed your mind about someone you worked with. PERSONAL 24

FRIENDS What's one thing that helps you trust a new teammate? PERSONAL 25	FRIENDS On days when motivation just isn't showing up, what gets you moving? PERSONAL 26	FRIENDS Which of your strengths do you think goes most unnoticed? PERSONAL 27
FRIENDS Share a tradition from your family that you still keep. PERSONAL 28	FRIENDS What part of remote or hybrid work suits you best, and what do you miss? PERSONAL 29	FRIENDS Who is someone outside of work who keeps you grounded? PERSONAL 30
FRIENDS How do you want people to feel after working with you? PERSONAL 31	FRIENDS What was the hardest transition you made in your career? PERSONAL 32	FRIENDS Tell us about a boss or mentor who believed in you early. PERSONAL 33

FRIENDS Which kind of problem do you love untangling? PERSONAL 34	FRIENDS When you're stressed, what do you need from the people around you? PERSONAL 35	FRIENDS What would you teach a class on if you had the chance? PERSONAL 36
FRIENDS How did you end up in this city or town? PERSONAL 37	FRIENDS Is there a risk you took professionally that paid off? PERSONAL 38	FRIENDS What's a value you refuse to compromise on at work? PERSONAL 39
FRIENDS Which moment from your first year in the workforce do you still remember clearly? PERSONAL 40	FRIENDS How do you celebrate progress when a project is far from done? PERSONAL 41	FRIENDS What does balance actually look like for you right now? PERSONAL 42

FRIENDS Which question do you wish people asked you more often? PERSONAL 43	FRIENDS Describe the best team you've ever been part of. PERSONAL 44	FRIENDS Before a big conversation, what's your preparation ritual? PERSONAL 45
FRIENDS What makes you laugh even on a rough day? PERSONAL 46	FRIENDS Where do your best ideas tend to show up? PERSONAL 47	FRIENDS Share something about yourself that doesn't fit on a résumé. PERSONAL 48
FRIENDS How has a hobby made you better at your job? PERSONAL 49	FRIENDS What do you hope to be known for on this team? PERSONAL 50	FRIENDS Which piece of career advice do you disagree with? PERSONAL 51

FRIENDS If you could spend a month shadowing any profession, which would it be? PERSONAL 52	FRIENDS What's something you've gotten noticeably better at this year? PERSONAL 53	FRIENDS Knowing when a project is truly finished: how can you tell? PERSONAL 54
FRIENDS Which routine keeps your week from falling apart? PERSONAL 55	FRIENDS Tell us about a moment when a stranger's kindness surprised you. PERSONAL 56	FRIENDS What kind of workspace helps you think clearly? PERSONAL 57
FRIENDS Who do you call first when you have good news? PERSONAL 58	FRIENDS How would your first manager describe you back then? PERSONAL 59	FRIENDS What's a belief about work you picked up from your parents? PERSONAL 60

FRIENDS



Recall a time you felt out of your depth. How did you get through it?

PERSONAL 61

FRIENDS



Which accomplishment outside of work are you proudest of?

PERSONAL 62

FRIENDS



What does good collaboration feel like to you?

PERSONAL 63

FRIENDS



Being new somewhere, what kind of welcome means the most to you?

PERSONAL 64

FRIENDS



Which assumption do people often make about you that isn't true?

PERSONAL 65

FRIENDS



What change in our industry excites you most?

PERSONAL 66

FRIENDS



Name something you do just for yourself each week.

PERSONAL 67

FRIENDS



Disagreeing with someone you respect: what's your approach?

PERSONAL 68

FRIENDS



Share a place that feels like home even though you don't live there.

PERSONAL 69

FRIENDS What kind of recognition actually means something to you? PERSONAL 70	FRIENDS When did you last feel really curious about something at work? PERSONAL 71	FRIENDS What's one thing you would tell your younger self on their first day? PERSONAL 72
FRIENDS How do you bring energy back into a meeting that's gone flat? PERSONAL 73	FRIENDS Which cause or community matters most to you? PERSONAL 74	FRIENDS In what way are you different at work than at home? PERSONAL 75
FRIENDS What helps you feel connected to a team you rarely see in person? PERSONAL 76	FRIENDS Tell us about a goal you set for yourself this year. PERSONAL 77	FRIENDS Which kind of feedback has helped you grow the most? PERSONAL 78

FRIENDS Walk us through the first ten minutes of your workday. PERSONAL 79	FRIENDS What would a dream collaboration with another team look like? PERSONAL 80	FRIENDS Who is someone at work you'd like to know better, and why? PERSONAL 81
FRIENDS What story do you tell most often about your career so far? PERSONAL 82	FRIENDS Looking back on this past quarter, what are you grateful for? PERSONAL 83	FRIENDS What's a moment at work when you felt truly seen? REAL TALK 01
FRIENDS When have you felt like an impostor, and what helped you through it? REAL TALK 02	FRIENDS Which professional failure still stings a little? REAL TALK 03	FRIENDS What do you need from this team that you haven't asked for yet? REAL TALK 04

FRIENDS



How did you find your way back after a period of burnout?

REAL TALK 05

FRIENDS



Tell us about a decision that changed the direction of your life.

REAL TALK 06

FRIENDS



Who do you want to make proud through your work?

REAL TALK 07

FRIENDS



What part of yourself do you tend to hide in professional settings?

REAL TALK 08

FRIENDS



When did you last ask for help, and how did it feel?

REAL TALK 09

FRIENDS



Which conversation at work do you wish you could redo?

REAL TALK 10

FRIENDS



What fear has held you back from going for something bigger?

REAL TALK 11

FRIENDS



How do you want this chapter of your career to be remembered?

REAL TALK 12

FRIENDS



Name a time you stood up for something even though it was uncomfortable.

REAL TALK 13

FRIENDS



What would you do differently if you knew you couldn't fail?

REAL TALK 14

FRIENDS



Which piece of feedback hurt at first but made you better?

REAL TALK 15

FRIENDS



How has a difficult season in your personal life shaped how you lead?

REAL TALK 16

FRIENDS



What does trust look like between you and a manager?

REAL TALK 17

FRIENDS



Is there a dream you set aside that still pulls at you?

REAL TALK 18

FRIENDS



When have you felt lonely at work, and what would have helped?

REAL TALK 19

FRIENDS



What kind of leader do you hope never to become?

REAL TALK 20

FRIENDS



Tell us about someone whose support changed your career.

REAL TALK 21

FRIENDS



Forgiving a colleague who let you down: what does that take for you?

REAL TALK 22

FRIENDS



What has work taught you about who you really are?

REAL TALK 23

FRIENDS



Which boundary took you the longest to learn to set?

REAL TALK 24

FRIENDS



If you left this job tomorrow, what would you want people to say?

REAL TALK 25

FRIENDS



What makes you feel safe enough to share an unfinished idea?

REAL TALK 26

FRIENDS



How has your relationship with ambition changed?

REAL TALK 27

FRIENDS



Share a moment when you realized you had outgrown a role.

REAL TALK 28

FRIENDS



What does meaningful work mean to you today?

REAL TALK 29

FRIENDS



Which compliment is hardest for you to accept?

REAL TALK 30

FRIENDS



When has a setback turned out to be a gift?

REAL TALK 31

FRIENDS



What are you still trying to prove, and to whom?

REAL TALK 32

FRIENDS



When your values clash with a decision above you, what do you do?

REAL TALK 33

FRIENDS



Which person from your past would be most surprised by where you are now?

REAL TALK 34

FRIENDS



What would make you feel like you truly belong here?

REAL TALK 35

FRIENDS



Describe the hardest goodbye you've had at work.

REAL TALK 36

FRIENDS



Teammates going through something hard: how do you show up for them?

REAL TALK 37

FRIENDS



What part of your story do people usually misunderstand?

REAL TALK 38

FRIENDS



When did you first feel confident in your abilities?

REAL TALK 39

FRIENDS



What legacy do you want to leave on the people you mentor?

REAL TALK 40

FRIENDS



**Recall a time you had to
rebuild trust after a mistake.**

REAL TALK 41

FRIENDS



**What keeps you going when
the work feels invisible?**

REAL TALK 42

FRIENDS



**Which sacrifice for your career
are you unsure was worth it?**

REAL TALK 43

FRIENDS



**How do you want to grow as a
person, not just a professional,
this year?**

REAL TALK 44

FRIENDS



**What would you say to a
teammate who is quietly
struggling?**

REAL TALK 45

FRIENDS



**Who was the first person who
made you believe you could do
this work?**

REAL TALK 46

FRIENDS



**Tell us about a time you chose
people over results.**

REAL TALK 47

FRIENDS



**Which of your habits do you
most want to unlearn?**

REAL TALK 48

FRIENDS



**What would a truly supportive
workplace look like to you?**

REAL TALK 49

FRIENDS



Once work gets overwhelming, what keeps your sense of self intact?

REAL TALK 50

FRIENDS



Is there an apology you still owe someone from a past job?

REAL TALK 51

FRIENDS



What change in yourself are you proudest of over the last few years?

REAL TALK 52

FRIENDS



When has vulnerability made a team stronger in your experience?

REAL TALK 53

FRIENDS



What are you carrying today that the rest of us might not see?

REAL TALK 54

FRIENDS



Which moment made you realize what you actually value?

REAL TALK 55

FRIENDS



How do you define a life well lived, beyond your career?

REAL TALK 56

FRIENDS



What would you risk to do work you love?

REAL TALK 57

FRIENDS



Share a time you felt your voice didn't matter. What changed?

REAL TALK 58

FRIENDS



Which lesson did you have to learn more than once?

REAL TALK 59

FRIENDS



What does rest honestly look like for you, and do you allow it?

REAL TALK 60

FRIENDS



How do you want to be supported when you make a big mistake?

REAL TALK 61

FRIENDS



What drives you that has nothing to do with money or titles?

REAL TALK 62

FRIENDS



Who in your life has taught you the most about resilience?

REAL TALK 63

FRIENDS



When were you braver than you expected to be?

REAL TALK 64

FRIENDS



What's one thing you'd change about how our team treats each other?

REAL TALK 65

FRIENDS



How do you stay hopeful during uncertain times at work?

REAL TALK 66

FRIENDS



Which unspoken expectation weighs on you the most?

REAL TALK 67

FRIENDS



**Tell us about a turning point
where you almost gave up.**

REAL TALK 68

FRIENDS



**What would you want a new
hire to know about the real
you?**

REAL TALK 69

FRIENDS



**How has losing something or
someone changed your
priorities?**

REAL TALK 70

FRIENDS



**If you could thank one former
coworker right now, who would
it be and for what?**

REAL TALK 71

FRIENDS



**What do you hope your work
adds to the world, even in a
small way?**

REAL TALK 72

FRIENDS



**Where do you feel you are still
growing up?**

REAL TALK 73

FRIENDS



**Which kind of success would
feel hollow to you?**

REAL TALK 74

FRIENDS



**How do you make peace with
work that didn't turn out the
way you hoped?**

REAL TALK 75

FRIENDS



**What's a truth about yourself
you only recently accepted?**

REAL TALK 76

FRIENDS



Name a promise you've made to yourself about how you'll work.

REAL TALK 77

FRIENDS



What moment on a team gave you real hope for people?

REAL TALK 78

FRIENDS



How can this team make it easier for you to be honest?

REAL TALK 79

FRIENDS



Which moment in your life are you most grateful to have survived?

REAL TALK 80

FRIENDS



What does courage look like in an ordinary workday?

REAL TALK 81

FRIENDS



If this team were your legacy, what would you want it to stand for?

REAL TALK 82

FRIENDS



Looking ahead a few years, what would make you proud of today's version of you?

REAL TALK 83