



**COME
TOGETHER,
CANADA.**

**Stronger connections,
better mental health.**



WORKPLACE TOOLKIT - SUGGESTED ACTIVITIES

Mental Health Week 2026

Teams are encouraged to build these activities into regular practice. Connection in the workplace is something that is built over time. Each of these activities can be customized to fit your team's schedule and capacity and implemented on a regular, ongoing basis.

The goal is to have honest and authentic conversations. It's important that managers allow employees to pass or opt out of certain questions. Not everyone feels comfortable sharing in the same way. Please adapt the settings and question styles to suit your needs.

CONNECTING THROUGH CHECKING IN: PULSE CHECK

This can be done as a single activity, as part of a daily check-in or in a group setting (in person or virtually).

This is a great activity for hybrid or remote teams to connect in a personal, yet protected way. This is also a great activity to extend throughout Mental Health Week to help teams learn more about one another and their working style.

Setup

Have your team share their answers to the following prompts below.

- This is what I need for support today...
- This is how you get the best of me...
- For me to be my genuine self I need....
- I do my best work when my coworkers...
- I feel devalued at work when...

Suggested settings

Have the team share this in a facilitated virtual team meeting each day throughout Mental Health Week and move through a new prompt each day.

Have the team work through a prompt per day in an in-person meeting. Another suggestion is having employees write down their answers on a sticky note or note card that can be placed on an office board or other connection-building area.

- Each day throughout Mental Health Week is a new prompt.

If employees are comfortable, answers can be posted in the breakroom with their names or posted at their desk / office door.

Have teams share a one-word answer to one or more prompts either daily or throughout a single day over your preferred messaging platform.

- Great for daily standup meetings or for those who work virtually AND across multiple time zones.

CONNECTION CHATS: COFFEE ROULETTE

This activity is a great way to foster 1:1 connection in the workplace and encourage team members to find areas of commonality and shared interest. It can also help resolve conflict and streamline collaborative workflows.

Setup

- Pair team members 1:1 either virtually or in-person and have them discuss non-work topics for 15-20 minutes.
- It's suggested to pair teams randomly and switch up the pairings OR team leaders can pair people up based on complementing work styles or strengths. There are many digital tools that can help managers and/or HR leads to pair up team members.
- They can either select topics themselves, or managers can provide prompts ahead of time.

Suggested prompts

1. Are you watching anything new right now?
2. Desert Island: what are three (insert items such as a book, movie, food, etc.) would you bring with you on a desert island?
3. What's an album, movie, book that really meant something to you or helped shape you as a person?
4. What's a pet peeve of yours?
5. What's something you were afraid of when you were a kid that seems silly now?
6. What's your guilty pleasure?

7. What is the best advice you've been given?
8. Where did you grow up / what's your city like? (great for remote and cross-country employees)

These can be done daily throughout Mental Health Week, and employees and managers are encouraged to continue this practice throughout the year.

CONNECTING THROUGH COMMON THREADS

This game is great for all-staff connections and/or larger teams of 10 or more people. This is a great way for employees to learn more about one another and find commonalities.

It's also a great way to reunite employees that feel divided. Talking about shared likes and dislikes can be helpful to reconnect you with teammates.

E.g., You have 4 minutes to find 3 non-obvious things everyone in your group has in common. The group with the most creative answers wins.

Setup

- Set aside at least 30 minutes total and divide your team into groups of three to five people. This can be done randomly, or you can pre-select the teams.
- Ask your team to find things everyone in their group has in common in a set time (5 minutes, 10 minutes, etc.) This can be a favorite TV show, an ice cream flavour nobody likes, or a common hobby.

- Encourage your teammates to find common threads that aren't superficial or obvious – such as “we all like pizza.”

You can choose to have a winner or winning team with a small prize (such as gift cards or an extra personal day) or simply use it as a sharing experience. The team that finds the most things in common wins.

Have everyone come back together after to share what they found!

Suggested settings

This exercise can be done virtually OR in-person or a combination of both. Most digital meeting tools allow for breakout rooms within a meeting for smaller team chats.

Managers can make this more challenging by giving the team guidelines such as:

- Find as many pet peeves in common as you can.
- Ask teams to find ‘deep dive connections’ such as shared childhood memories, unique hobbies, etc.
- Require ‘chain linking’ where each person must share a story around the shared commonality instead of just saying “me too.”
- Reverse it! Find things in the group that no one has done, such as “none of us have gone to Europe.” These should not be obvious or over-the-top things such as “none of us have gone to space.”

CONNECTION THROUGH RECOGNITION: APPRECIATION CARDS

A moment for team members to share their appreciation for a co-worker. This is a great activity to help people recognize their team members in a tangible and personal way.

This is also a great way for managers or team leaders to show their appreciation for their team.

- Download the printable postcard [HERE](#). You can either deliver it in person or email it to someone.