

# Warm UPs\*

\*Warm UPs are small interventions in workshops or meetings to increase fun and productivity.

Especially in times where collaboration is becoming more and more important, we are increasingly looking for meetings that are productive and enjoyable for all participants. Newly formed teams in different locations meet on digital platforms or in analogue offices to work together. However, there is often a lack of common ground on which successful collaboration can develop. This is precisely where the Warm UP Set by the Fraunhofer IAO comes in.

Through a joint introduction in the form of a lively game, the team members get to know each other or are encouraged to let their ideas flow freely in order to promote a successful creative process.

Passionately created by  
Anne Elisabeth Krüger  
Sarah Minet



## Categories

The Warm UPs create positive experiences through addressing basic psychological needs\*. To give a more practical approach, we grouped them into four categories. Each category is assigned to a colour, which can be found on the Warm UP cards as well. Note, that this is only a rough classification serving to quickly find a suitable Warm UP.

\*The needs addressed by each category are marked in bold. If you want to find out more about the connection of basic psychological needs and positive experiences at work through warm ups, feel free to contact us!

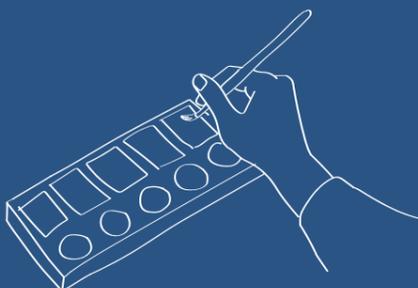
### ACTIVATION

The goal of these Warm UPs is to address your participants **physical well-being**. This could be achieved through movements or a break, but also through body awareness, mindfulness and focus. Getting physically active, is not only good for your health but wakes up and **stimulates** you and your participants mentally. For an entrance after an already long day, or a reactivation of concentration during the meeting, are these Warm UPs the way to go.



### TOOL-COMPETENCE

This category is playfully introducing the tools you want to use during your workshop. Learning these tools assures that everyone is comfortable and able to use them. Problems with the tools could lead to frustration of the participants need for **competence** or a member being unable to fully participate. This is especially important, when you want to work with a tool which hadn't been introduced in the team yet. Use this Warm Ups to let the participants get to know the tool and nothing hinders a productive meeting anymore!



### BEING A TEAM

These Warm UPs bring a group of participants together to a successful team. The so called "team spirit" is stimulated and promoted by addressing the need for **relatedness**. Who attends my team? Which skills do they bring with them? How do they feel currently and which challenges do they face? Understanding these aspects is essential for building up the team spirit – a feeling of being part of somewhat bigger, of following the same goals and achieving them together. Furthermore, a foundation of trust is built which supports the participants in **feeling secure** to share emotional experiences with each other. Everything from introducing to creating mutual understanding and sympathy will be treated in these Warm UPs.



### MINDSET

These Warm UPs encourage the creative self-confidence (**competence**) of each participant. It'll be then easier for the participants to integrate own ideas into the working process – without fearing critic or judgement. This counts not only for critic from others, but also for self-criticism. Furthermore, such Warm UPs address the need for **stimulation** leading to usual tasks are being solved more creatively and effectively. Another possibility is to connect your Warm UP to the topic of your workshop to introduce it in a playful way. These Warm UPs are perfect for preparing your participants for a productive and creative meeting.



## Rules of play

### No limits on creativity!

Our following descriptions of Warm UPs are suggestions. Only you know what fits best to your participants. Do you think they won't be comfortable with drawing? Use pictures instead, let them build something with sticky notes or try movements!

### The stage is your's!

A successful Warm UP always walks hand in hand with a good moderation. Adjust the Warm UPs until you feel comfortable working with them. Perhaps you could try new things with an excusable audience.

### Context is important!

Don't forget to place your Warm UPs in context. Why did you plan one, what was the purpose? Saying one or two explaining sentences lets your participants understand and engage more actively!

### Time is relative!

Do you host a meeting with many participants? Use Break-Out rooms to divide the group in smaller parts after you introduced the Warm UP.

Now you have more possibilities without breaking your time frame!

### Stay tuned!

An online meeting is productive or not also depends on a lot of different other factors. Go to the last card of our Warm UPs set for further information or feel free to contact us, if you have any questions.

## Application contexts

Digital, analogue or digitalANALOGUE application context? Depending on the context in which your workshop or meeting takes place, there are different conditions that can influence the feasibility of the Warm UPs. To give you an optimal overview, we have checked our Warm UPs and divided them into the following three application contexts. On the Warm UP cards you can check for which space the respective Warm UP is suitable.

*digital*

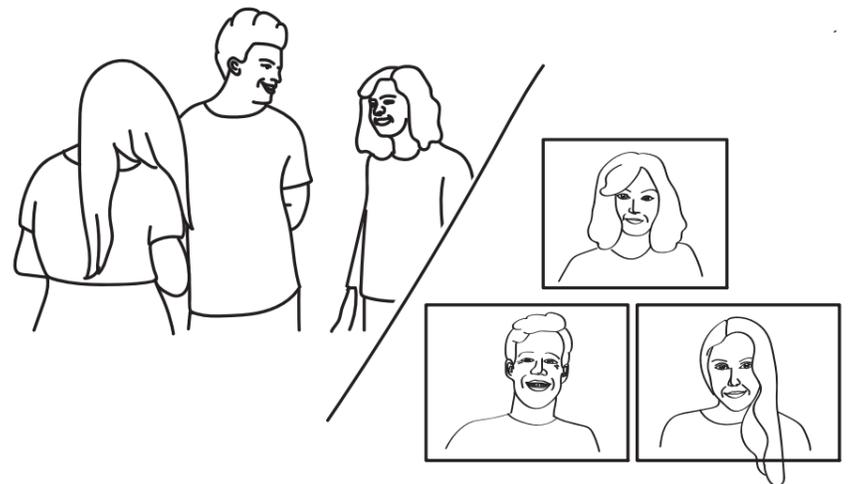
This puts you in the best possible position for video conferences!

*ANALOGUE*

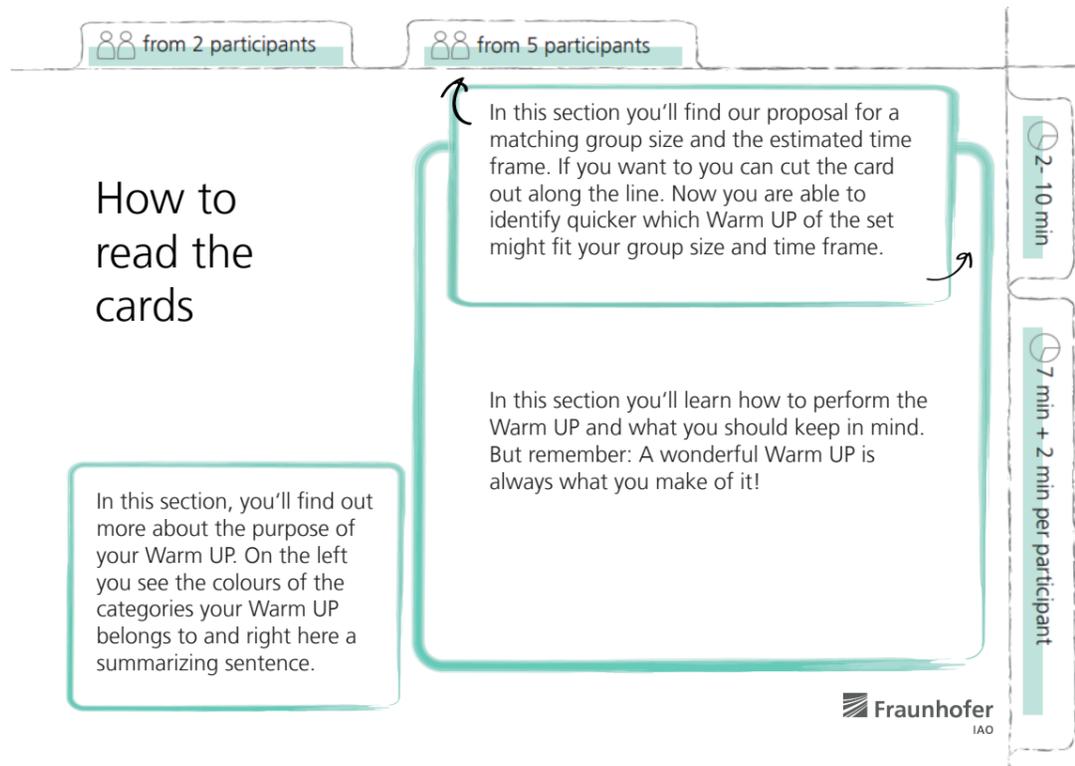
Get your live workshops and meetings going!

*digitalANALOGUE*

This will keep you flexible! These Warm UPs are suitable for both application rooms.



## The cards



## Further Information

### More guidance

What do you have to bear in mind for an online meeting? For more information, take a look here: <https://www.hci.iao.fraunhofer.de/>

### Inspiration

We were mainly inspired by:  
Methodenset digitale Vertrauens- und Take-a-break Karten by hochschulforumdigitalisierung.de  
Digitaler Warm Up Guide by berlin-innovators.com  
Warm Up vor meetings! by impulse.de  
Improvisationstheater by Gorilla Theater e.V. aus Berlin

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### Contact

If you have any questions or feedback, feel free to get in touch!  
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# Warm UPs\*

for the next level of *digital, analogue* and *hybrid*  
creative meetings

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Passionately created by:

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# Rules

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from 2 participants

from 5 participants

## How to read the cards

In this section, you'll find out more about the purpose of your Warm UP. On the left you see the colours of the categories your Warm UP belongs to and right here a summarizing sentence. You'll find further information on the cards of the categories or on the last card.

In this section you'll find our proposal for a matching group size and the estimated time frame. If you want to you can cut the card out along the line. Now you are able to identify quicker which Warm UP of the set might fit your group size and time frame.

In this section you'll learn how to perform the Warm UP and what you should keep in mind. But remember: A wonderful Warm UP is always what you make of it!

2- 10 min

7 min + 2 min per participant



Category

## Being a team

These Warm UPs bring a group of participants together to a successful team. The so called "team spirit" is stimulated and promoted by addressing the need for relatedness.

Who attends my team? Which skills do they bring with them? How do they feel currently and which challenges do they face?

Understanding these aspects is essential for building up the team spirit – a feeling of being part of somewhat bigger, of following the same goals and achieving them together. Furthermore, potential conflicts are getting stopped though sensitizing everyone for each other's feelings and point of view.

Everything from introducing to creating mutual understanding and sympathy will be treated in these Warm UPs.

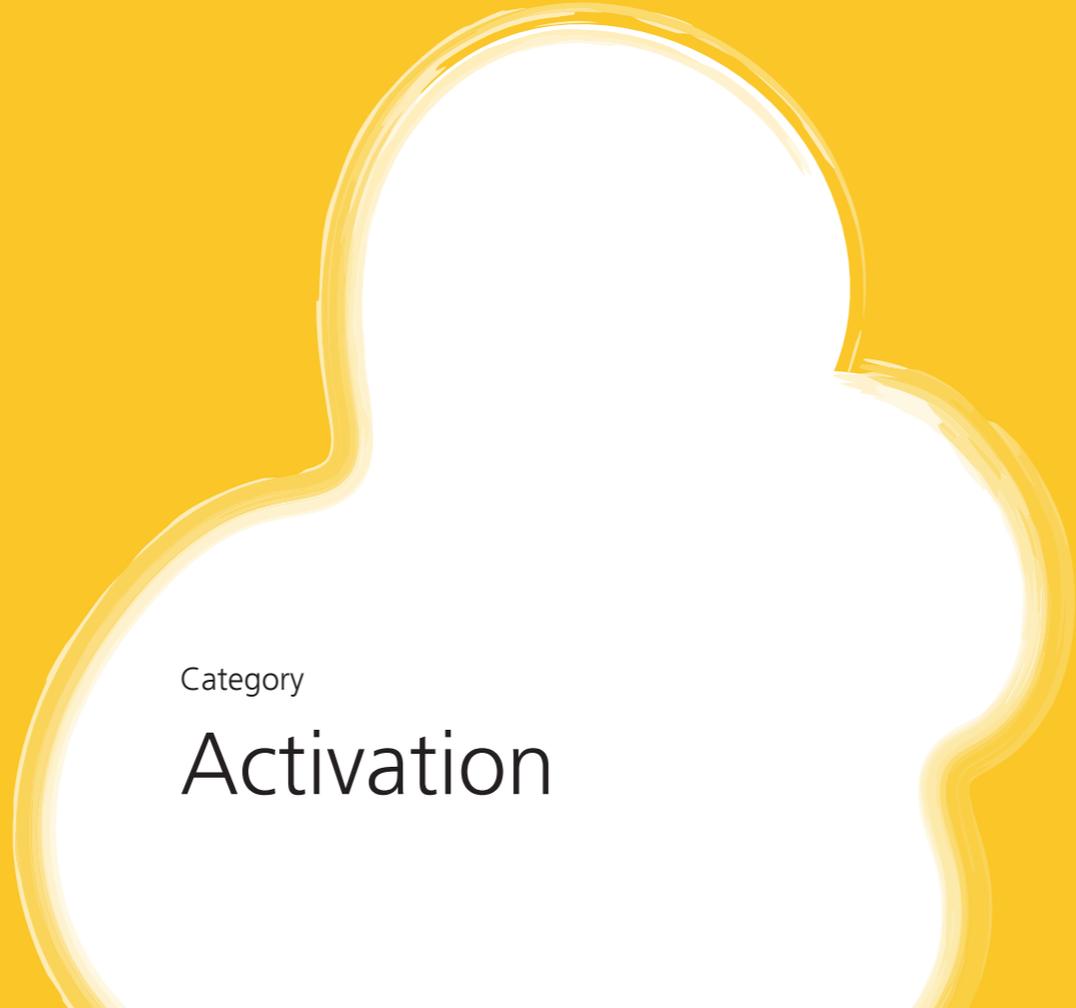


Category

# Mindset

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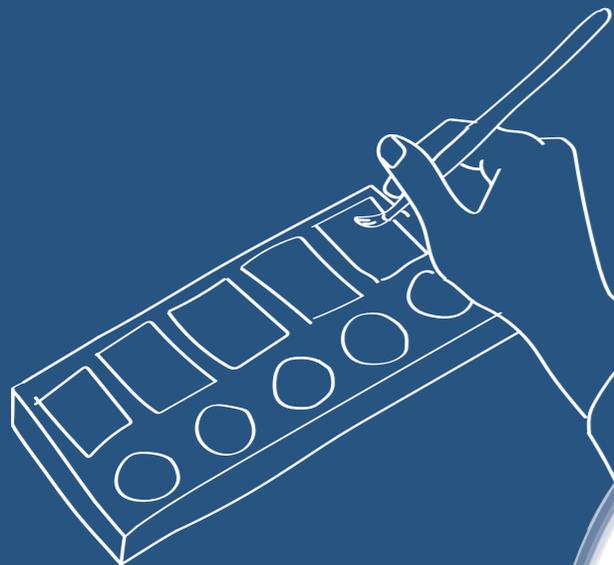
Another possibility is to connect your Warm UP to the topic of your workshop to introduce it in a playful way. These Warm UPs are perfect for preparing your participants for a productive and creative meeting.



Category

# Activation

The goal of these Warm UPs is to address your participants physical well-being. This could be achieved through movements or a break, but also through body awareness, mindfulness and focus. Getting physically active, is not only good for your health but wakes up and stimulates you and your participants mentally. For an entrance after an already long day, or a reactivation of concentration during the meeting, are these Warm UPs the way to go.



Category

# Tool competence

This category is playfully introducing the tools you want to use during your workshop. Learning these tools assures that everyone is comfortable and able to use them.

Problems with the tools could lead to frustration of the participants need for competence or a member being unable to fully participate. This is especially important, when you want to work with a tool which hadn't been introduced in the team yet.

Use this Warm Ups to let the participants get to know the tool and nothing hinders a productive meeting anymore!

# Introductory Objects

digital



 > 2 participants

## Introduction Objects

### How to

Everyone has three minutes time to look for two objects in their surroundings. The first object should be associated with the participants methodical skills (e.g., coding), whereas the second object illustrates their social skills (e.g., fairness) within their working environment. Subsequently the participants present their objects one after another. They address the following questions:

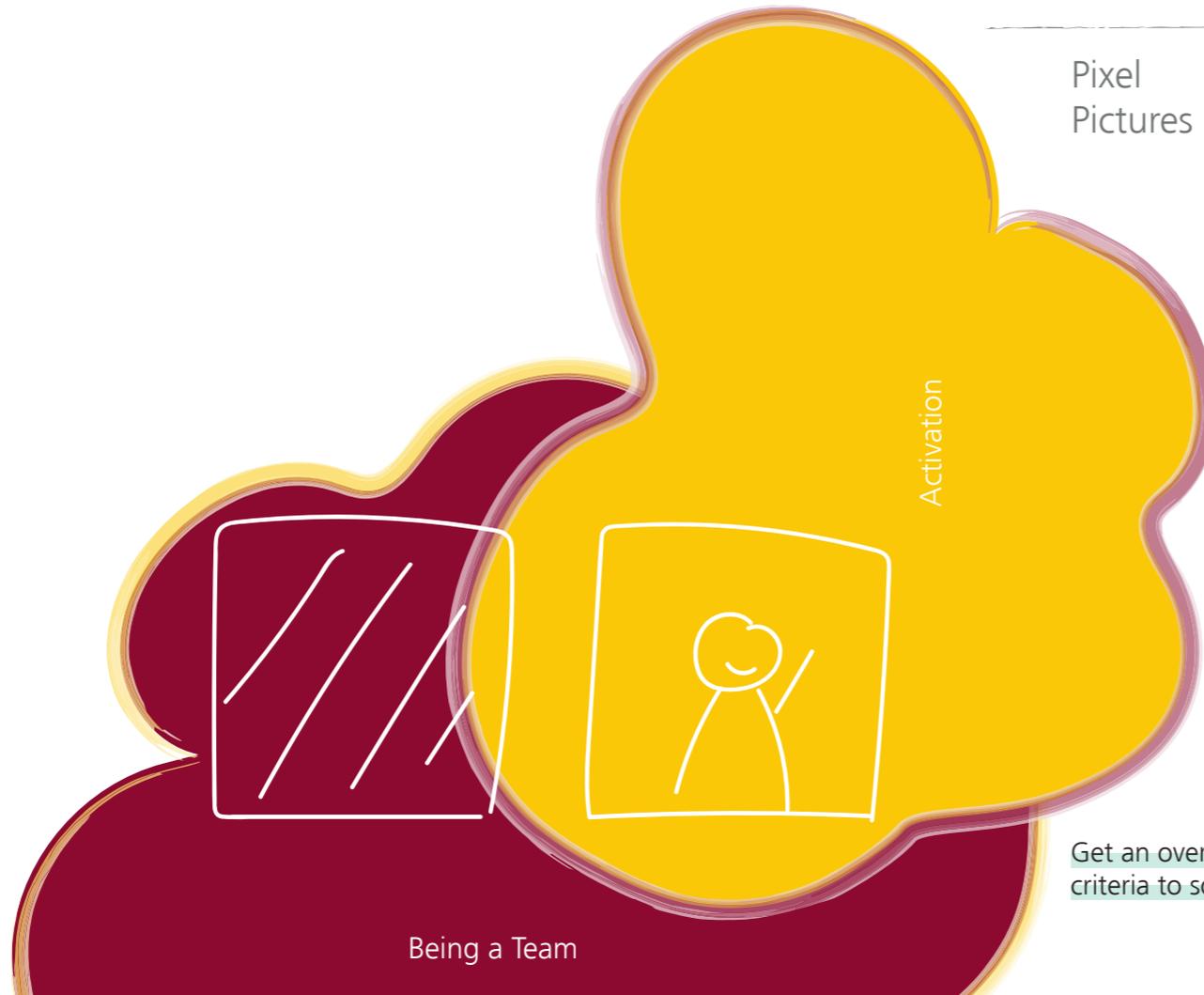
“Why have I chosen these objects? What do they say about my methodical and social skills?”

In this Warm UP the participants get to know each others working routines and activate a creative mindset.

 7 min + 2 min per participant

# Pixel Pictures

digital



## Pixel Pictures



Get an overview and use funny criteria to soften the atmosphere!

 > 5 participants

### How to

Every participant turns on their camera but covers it with a sticky note or a different object. The host is now choosing a criterion such as: "I already sat in my pyjamas in an online meeting."

If the criterion fits to the participant, they uncover their camera and reveal themselves. If not, they stay covered. If you've got a smaller number of participants you could ask them to talk about their experiences.

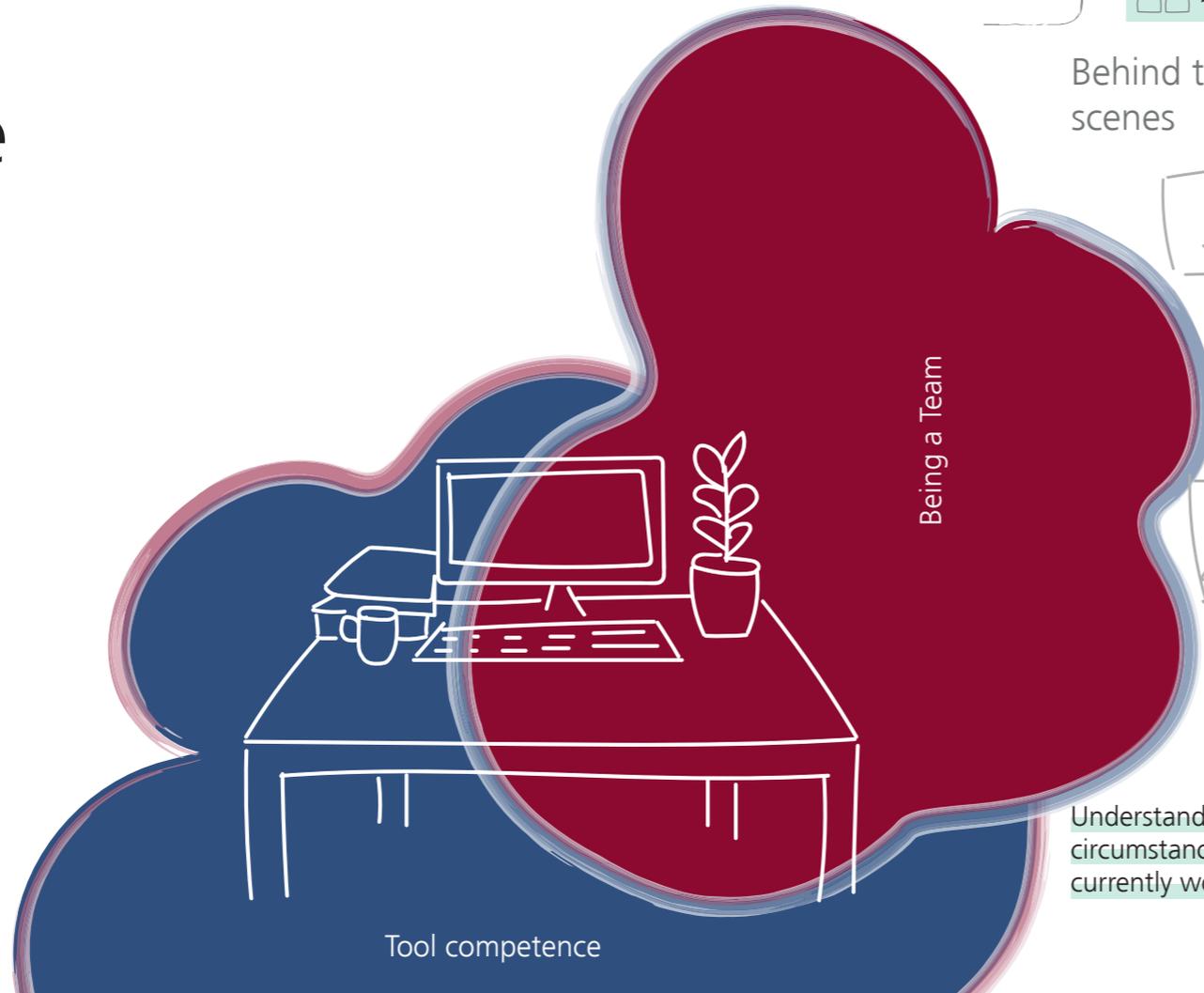
### Good to know

Three to five criteria are absolutely enough. If you want to make sure that everyone understood the concept, you could test them with a verifiable criterion such as: "I've got the letter A in my first name".

Inspired by: Hochschulforum Digitalisierung\*

# Behind the scenes

digital



 > 2 participants

## Behind the scenes



Understand how and under which circumstances your participants are currently working.

## How to

All participants show photos of their current work places. When presenting, they could address questions such as: "Where am I located? Who else is there? How is it for me to work in this place?"

If you have a smaller number of participants, you'll be able to add more questions or let the others ask some.

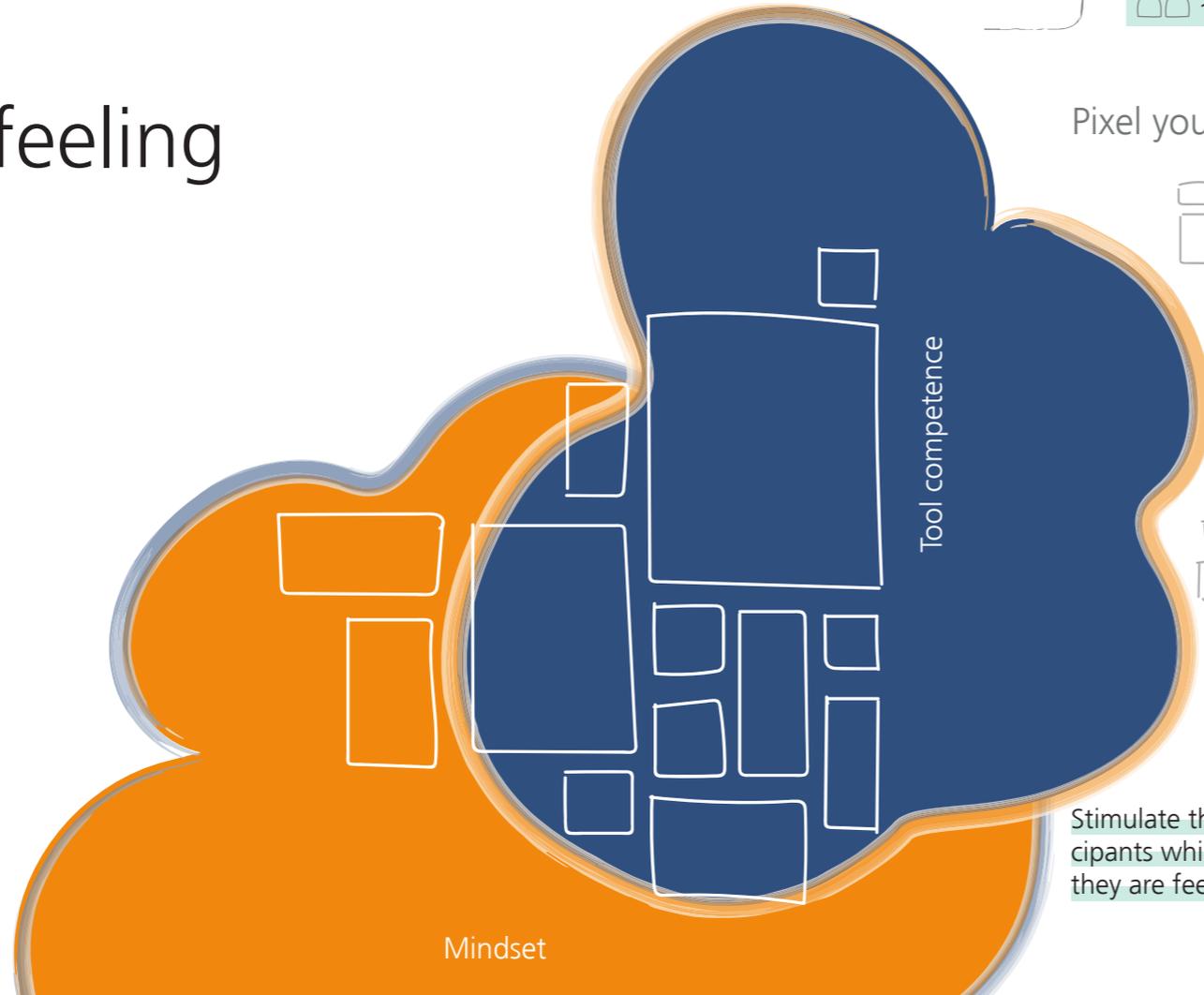
## Good to know

Ask your participants to send you a photo of their workplace before your meeting commences and load the photos on an online whiteboard to save time. Added to that, make sure that everyone is comfortable sharing their private spaces.

Inspired by: Hochschulforum Digitalisierung\*

# Pixel your feeling

digital



 > 2 participants

## Pixel your feeling



Stimulate the creativity of your participants while getting a grasp of how they are feeling today.

### How to

Every participant gets a plain white square on an online whiteboard. Within the next five minutes everyone now has to visualize on their square, how they are feeling today. Guiding questions are for example: "How was your week so far and how is your current day going? How are you feeling? Are you rather stressed, relaxed, or tired?"

To express their feelings the participants are only allowed to use sticky notes in different sizes and colours. They shall use their whole square, but they are not obliged to. After everyone is finished building, every participant presents their thoughts in short.

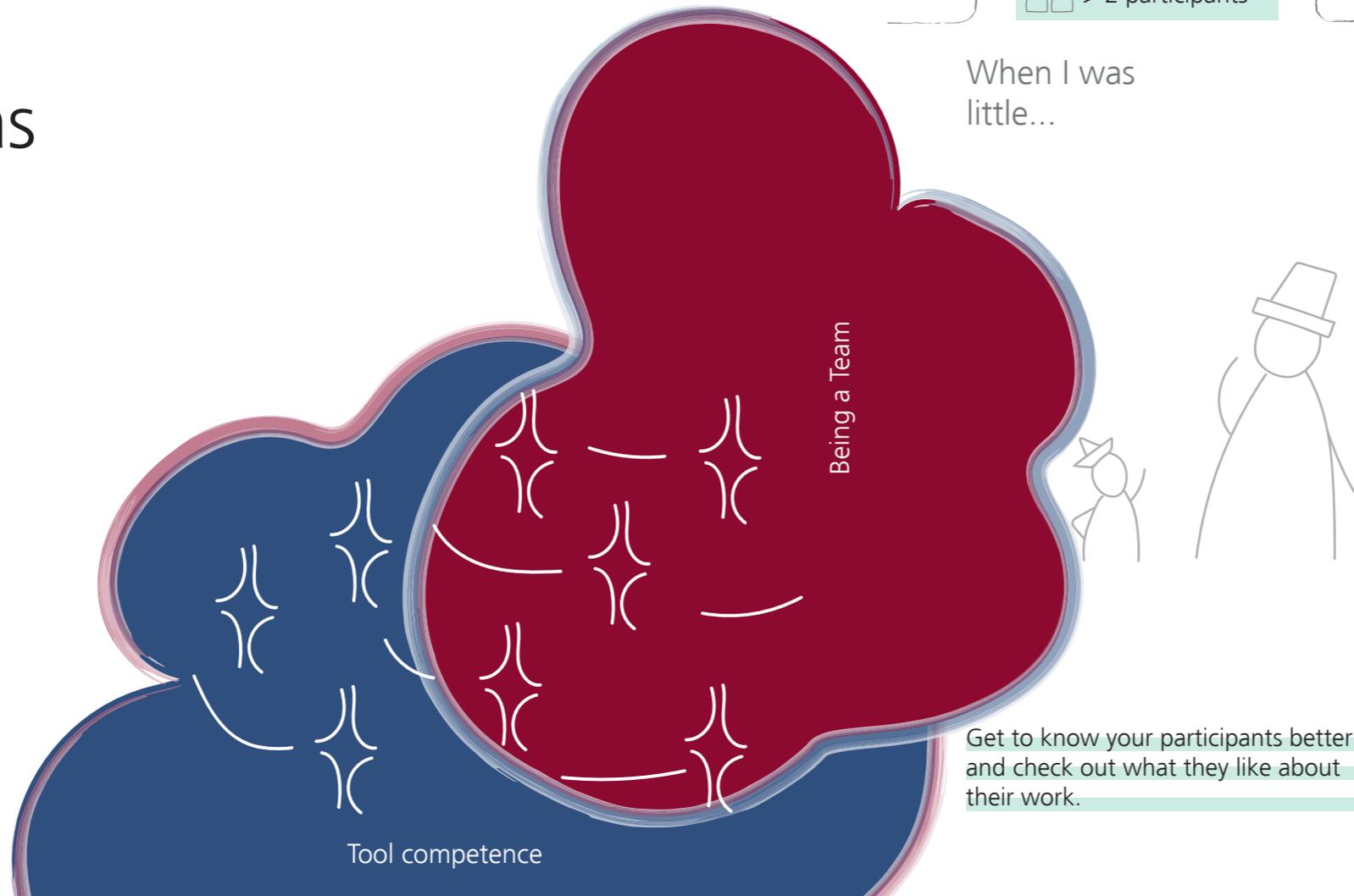
### Good to know

Remind your participants that the goal is not to illustrate an existing object as a metaphor for your feelings. As well as this wouldn't be wrong, there are no limits to creating something abstract and just work with the colours and the sizes.

 7 min + 2 min per participant

# When I was little...

*digital*



 > 2 participants

## When I was little...

### How to

Draw a simple, outlined character for each participant on an online whiteboard. The participants now get the task to draw their desired profession as a child on their character.

In the following presentation session the participants could describe their wishes when they were little and compare them to their current job today. Inspiring questions could be:  
"What do you wanted to do and what are you doing today? What connects your wish as a child with your current profession? What do you appreciate at your current job?"

### Good to know

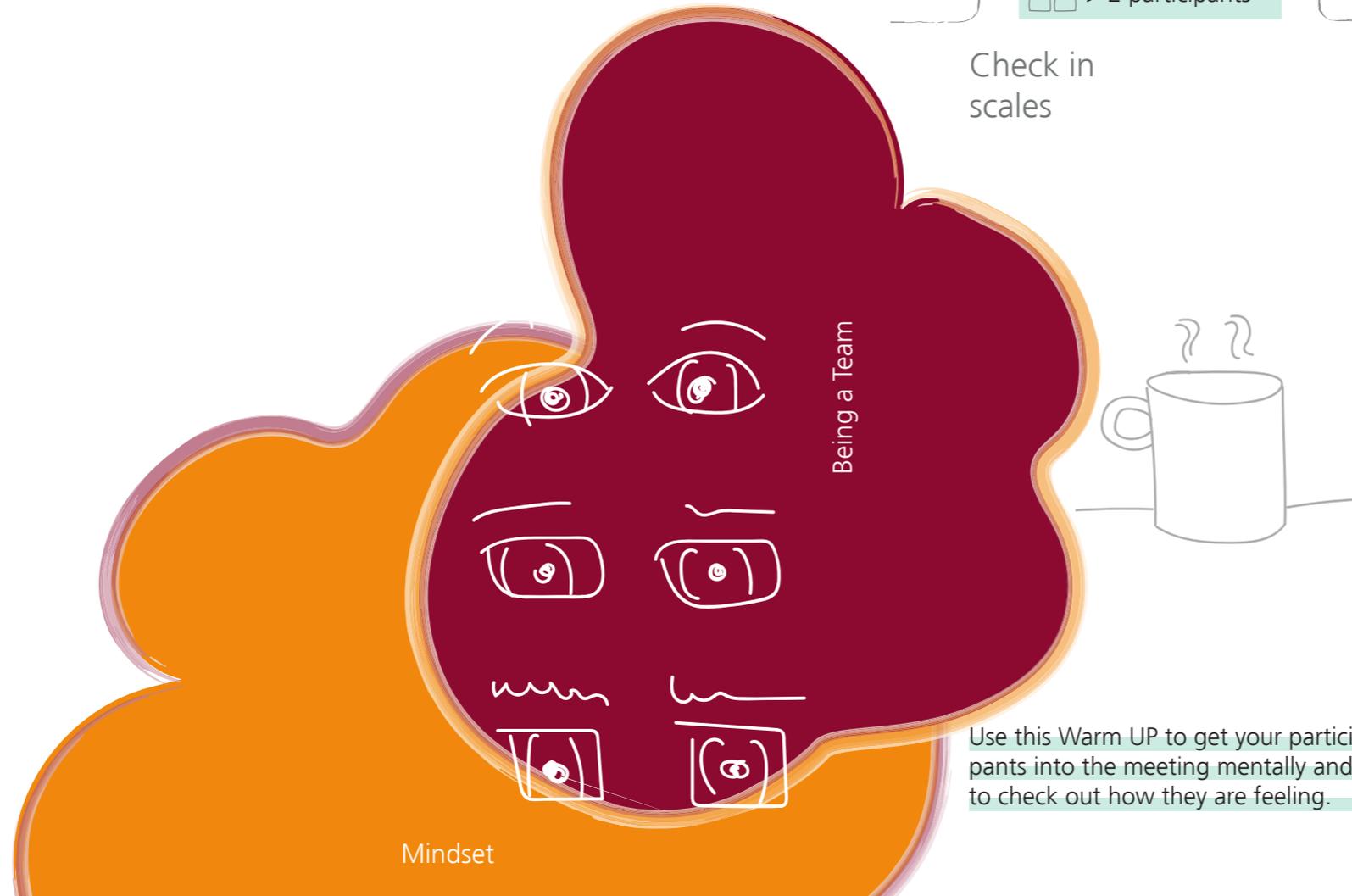
If your group consists mainly of strangers and you don't feel comfortable enough asking for something as private, feel free to change the child's wish into a possible, alternative profession. If they wouldn't have their actual job, what could they be doing instead and why?

Get to know your participants better and check out what they like about their work.

Inspired by: Impulse.de\*

# Check in scales

digital



 > 2 participants

## Check in scales

### How to

Lead your participants into your meeting and get their minds focused. Ask questions like:  
"How are you feeling today? How was your week until now? How full is your current work day?"

To make the answers a little more visual, you could create funny scales for the participants to rank themselves. This could be a scale from a tired to an energetic smiley, a sad to a happy one or whatever you are coming up with. Don't be scared to try new things!

### Good to know

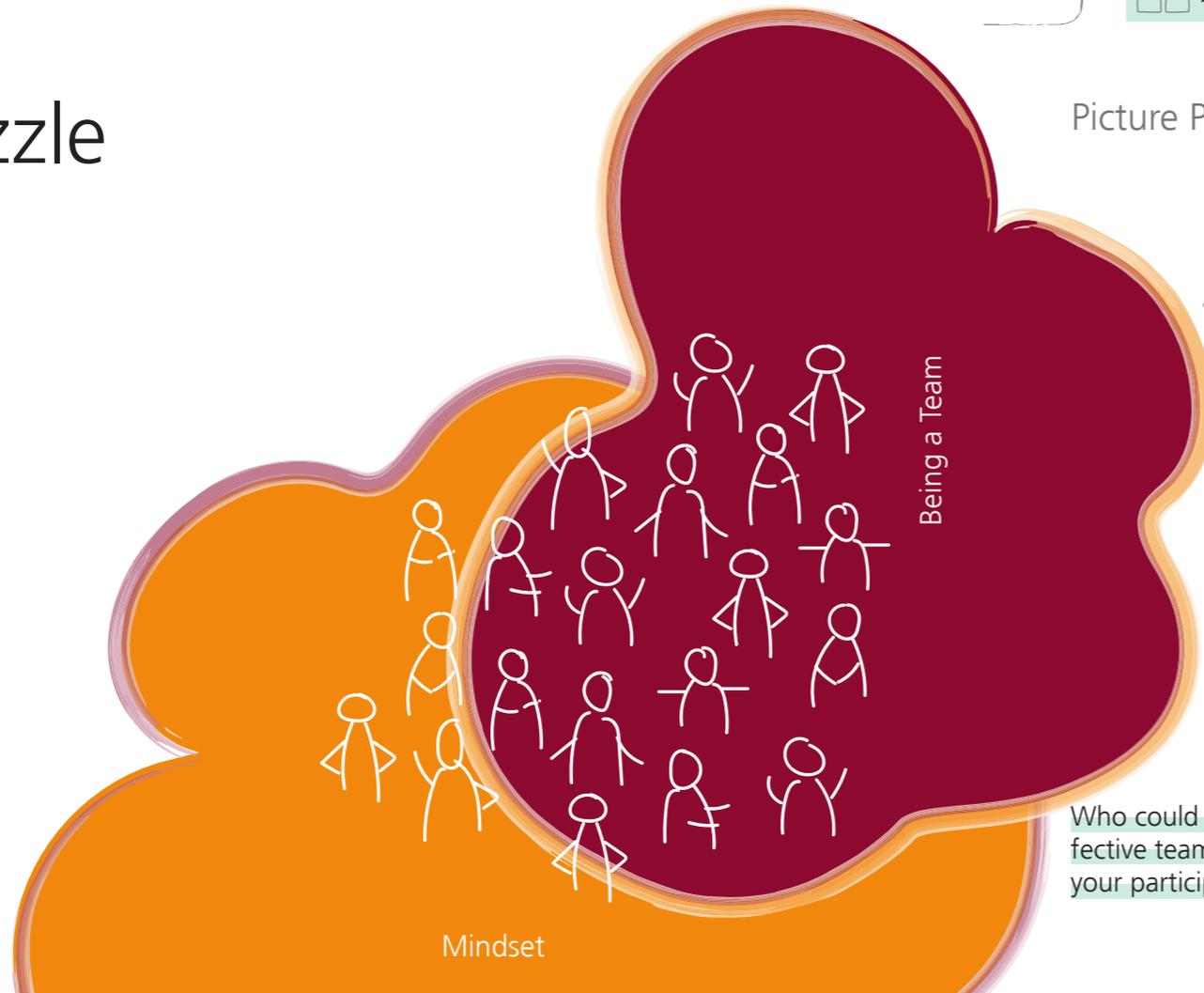
Attached you'll find some ideas for variants of different scales. Get inspired!

Use this Warm UP to get your participants into the meeting mentally and to check out how they are feeling.

 7 min + 2 min per participant

# Picture Puzzle

digital



 > 2 participants

## Picture Puzzle



Who could take which role in an effective team work? Understand who your participants are!

### How to

For this Warm UP you'll need a picture puzzle – an image with lots of different objects or characters. The host now chooses a question such as: "How do you define your role within your company?". The participants answer through electing an object or a character on the picture puzzle, which illustrates their thoughts best.

If you are working on a digital whiteboard, their chosen characters could be marked with a sticky note or a drawn circle around it. After that, the host now asks the participants to present their character and why they chose it.

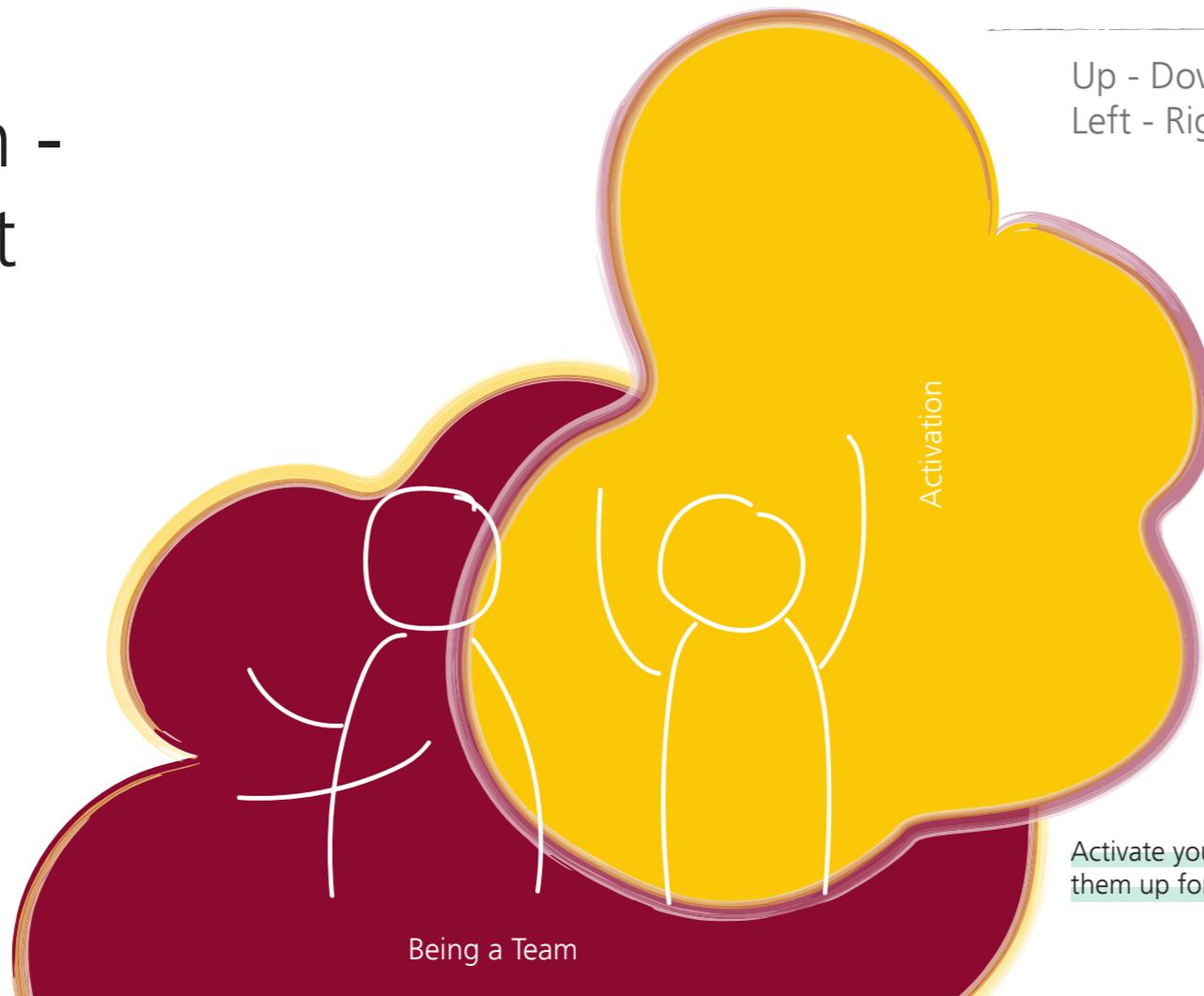
### Good to know

Don't hesitate to try exotic picture puzzles with a lot of different characters and details, to make the answers more distinctive. Picture puzzles can be found on the internet, e.g., at [pinterest.com](https://www.pinterest.com)

Inspired by: Jochen Guertler\*

# Up - Down - Left - Right

digital ANALOGUE



Up - Down -  
Left - Right



Activate your participants to wake them up for your next activities.

 > 5 participants

## How to

The host demonstrates and provides the commands: If you say "UP", everyone straightens their arms into the air. If you say "DOWN", everyone puts their arms towards the floor. For "LEFT", stretch your hands to the left side and for "RIGHT" the opposite way.

After several rounds of getting into the game, you are able to enhance the pace to make the game more difficult.

If the participants are getting used to the pace, you could exchange the commands for "UP" and "DOWN".

If you are saying "UP" now, everyone has to put their hands down, if you say "DOWN" the hands up. This demands concentration and attention.

## Good to know

Do only exchange the actions for "UP" and for "DOWN". As in a video call, everyone has his „own“ left or right. That's why exchanging left and right is not as funny.

# Bodyflow

digital ANALOGUE



 > 2 participants

## Bodyflow



Use this Warm UP to arrive in the meeting not only physically but also mentally.

### How to

The participants make themselves comfortable on their working chair. Now everyone is closing their eyes. The host now guides the participants through their feelings of their body. Starting with the feet the focus is dragged all over the body.

“Focus on your feet. How are they feeling today, how do you experience them?”

Now go over the legs, knees, hips, stomach, shoulders, arms over to your head and chest.

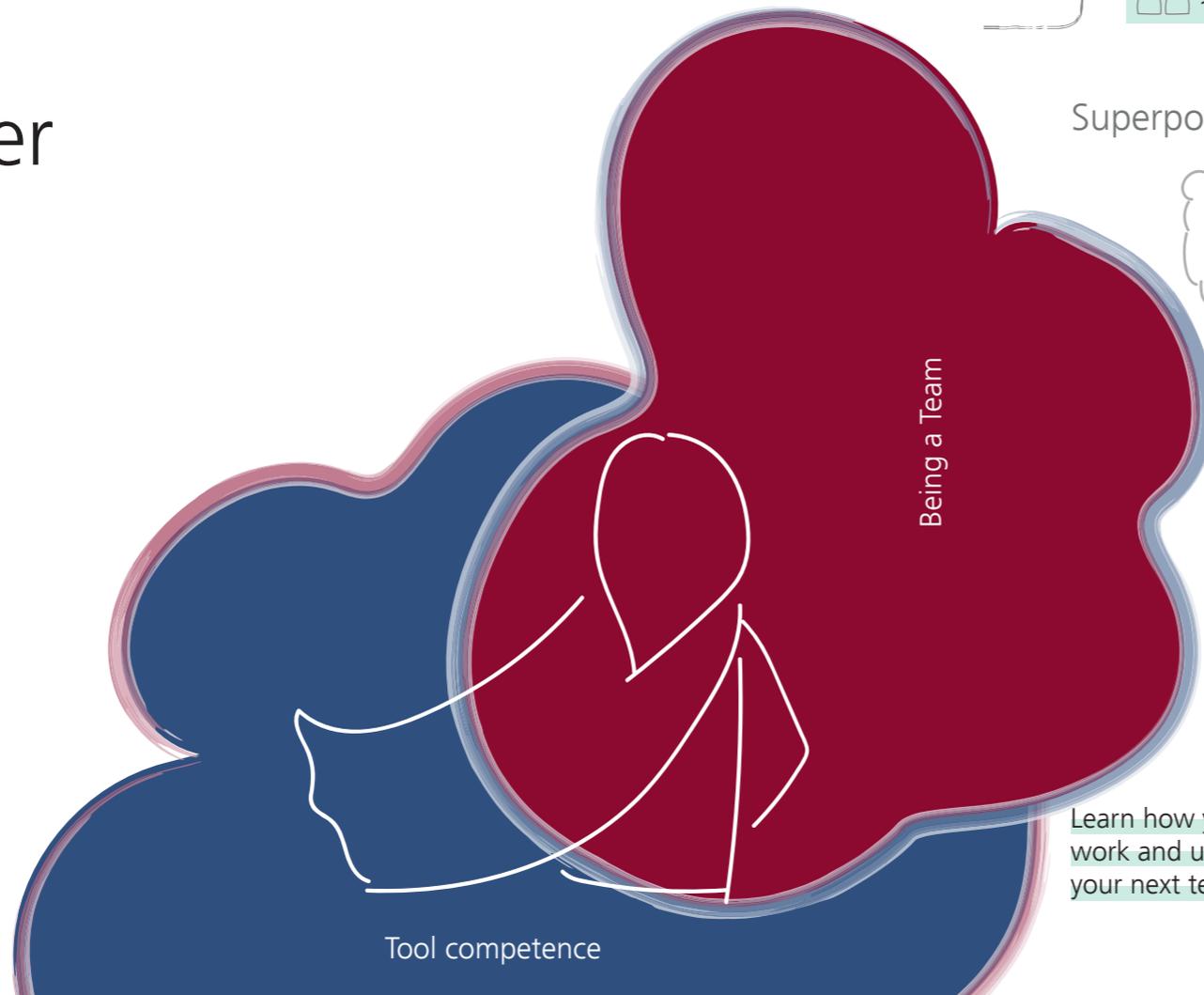
### Good to know

Take a question such as: “Do you already know something about the topic of today’s meeting? Focus a second on that.” to close your flow and prepare your participants for your upcoming tasks.

Inspired by: Hochschulforum Digitalisierung\*

# Superpower

digital ANALOGUE



 > 2 participants

## Superpower



### How to

All participants imagine that they have a superpower. What would this be regarding their methodical challenges? Are they best at programming, statistics or creativity? And what about their social skills? Are they rather quiet, encouraging or realistic in team work? Added to that the participants should also talk about their less beautiful moments at work. What is irritating them? What part of their job do they mostly avoid?

The experiences can be drawn, shared on sticky notes or described with images.

### Good to know

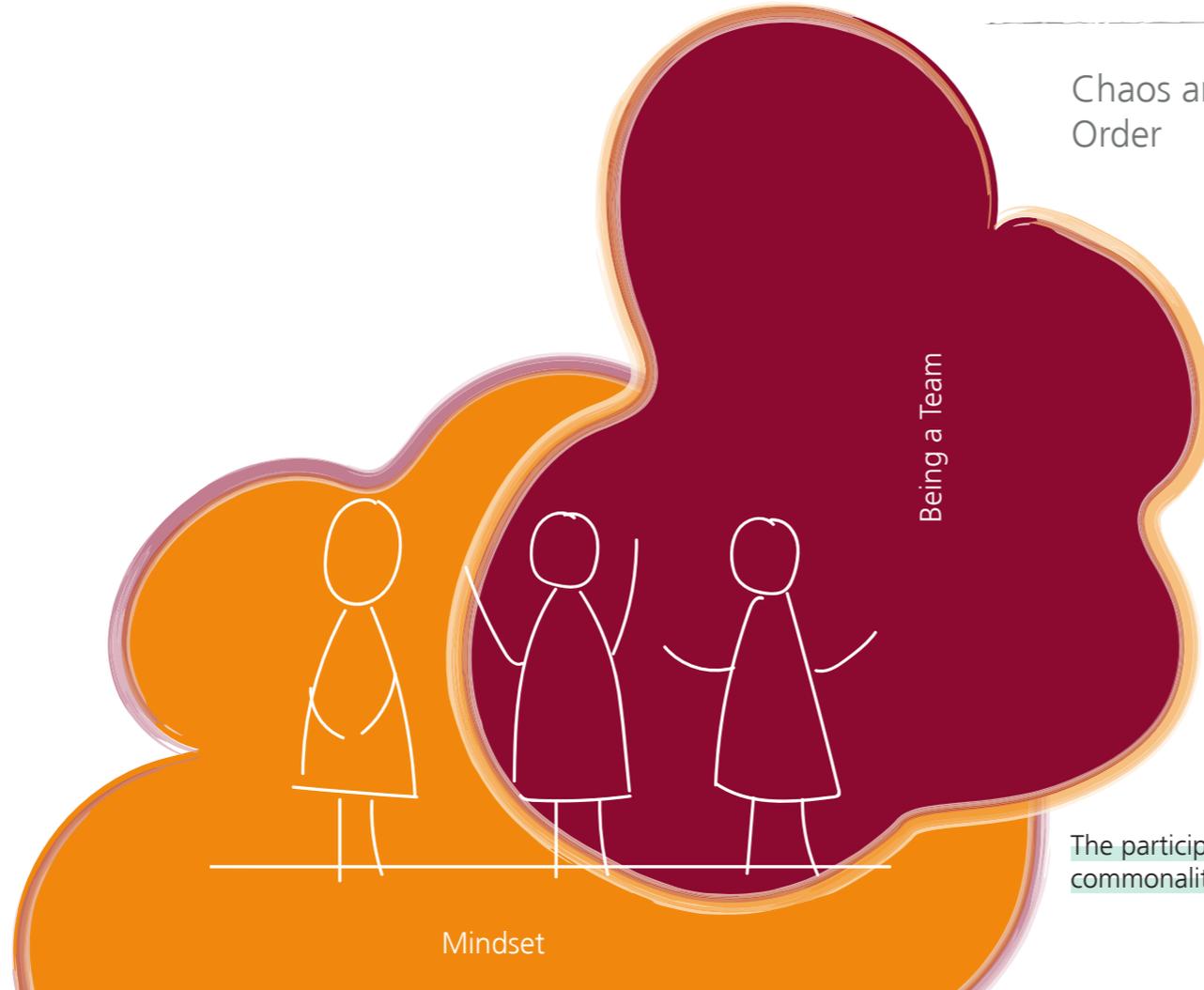
If you don't have an online whiteboard to share with your participants, ask them to write or draw their thoughts on sticky notes to hold them into the camera later. Even if you can't read or see the outcome properly, your participants are getting physically activated!

Learn how your participants like to work and use this knowledge for your next team task.

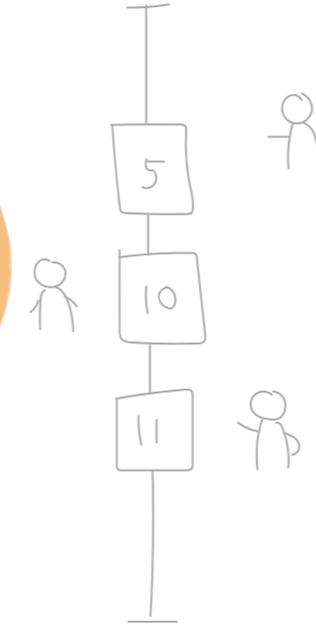
Inspired by: Berlin Innovators, Impulse.de\*

# Chaos and Order

digital ANALOGUE



## Chaos and Order



The participants discover their commonalities in a playful way.

 > 5 participants

### How to

The host prepares some questions in advance. The question should offer a range between a point A and B, so that the participants will be able to rank themselves. For Example:  
"How far away from your actual workplace are you at the moment?"  
Or:  
"How tall are you?"

The participants note their answers on digital sticky notes on an on-line whiteboard. Afterwards they can sort their sticky notes – from the nearest to the office to the furthest.

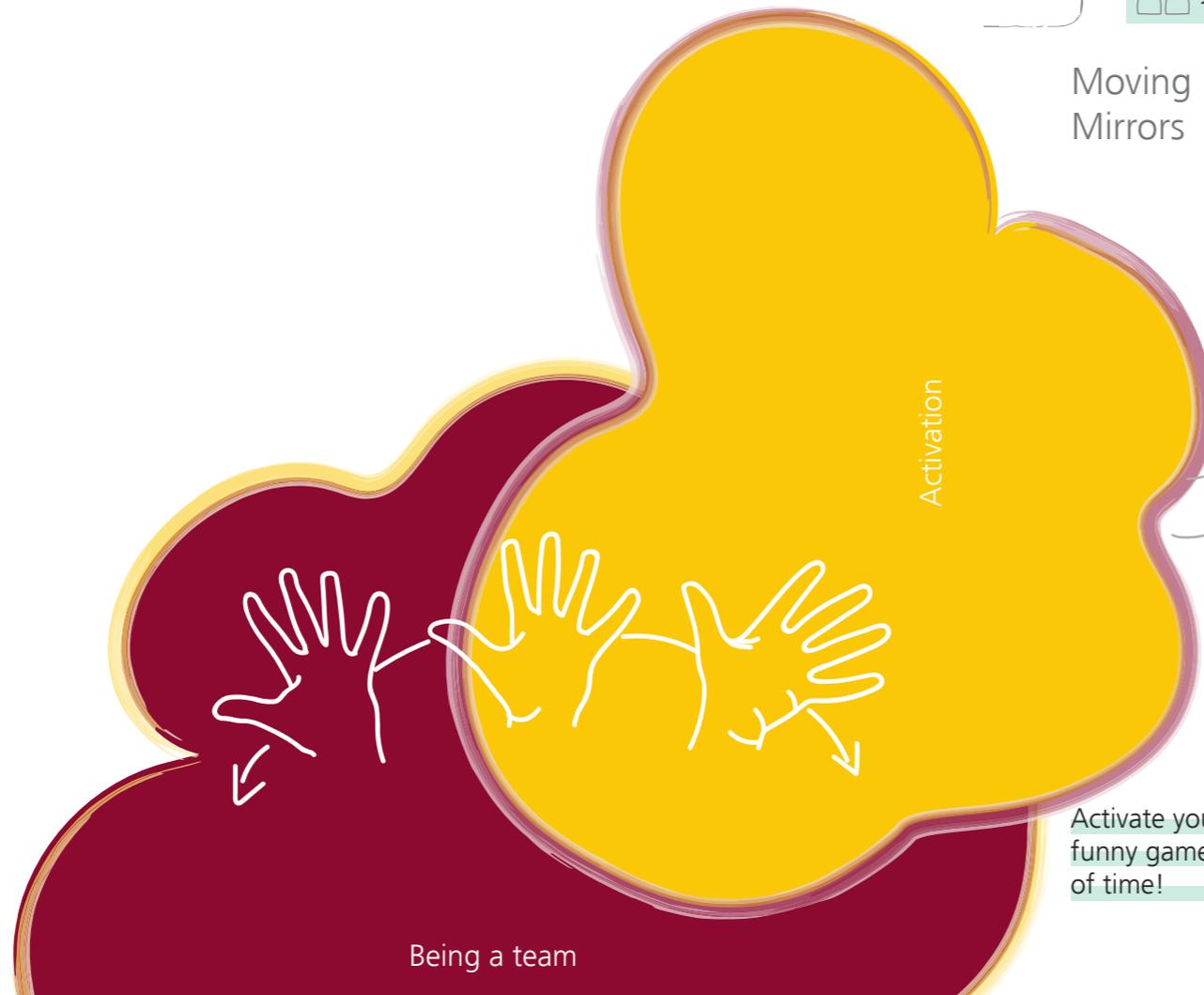
### Good to know

Invite your participants to talk about their answers. This makes them more comfortable working with others, especially if they were strangers before!

Inspired by: Common Knowledge\*

# Moving Mirrors

digital ANALOGUE



 > 2 participants

## Moving Mirrors



### How to

For the warm UP, the facilitator assigns the participants to pairs. It is important that everyone has the opportunity to turn on their camera and does so. All at the same time, one partner per team starts to move. This can range from a small movement with the hand to turning around one's own body axis. The respective partners of the team should be able to follow the movements on the screen in order to imitate them. This creates a colourful picture of wild movements. After about one minute, the facilitator announces the change of the leading partner. This way, everyone is allowed to lead the move once and follow the move once.

### Good to know

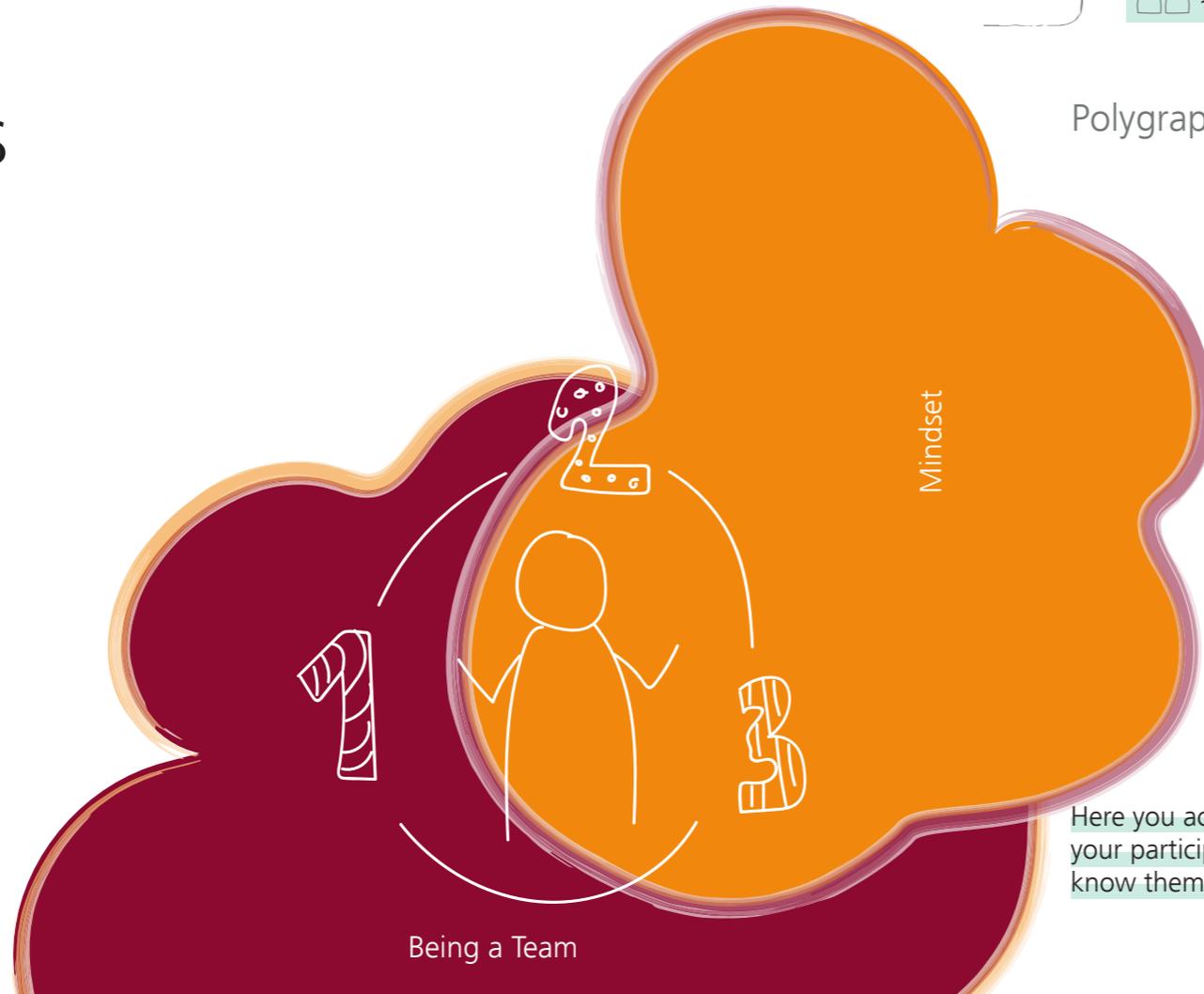
Show an example and keep an eye on the mood of your participants: Is everyone still participating or is it getting boring? Also encourage your participants to move freely, even to stand up and try wild gestures. Don't be shy!

Activate your participants with a funny game without investing a lot of time!

Inspired by: Barbara Klehr (die Gorillas)\*

# Polygraphs

digital ANALOGUE



 > 2 participants

## Polygraphs



Here you activate the creativity of your participants while getting to know them better.

### How to

The participants have about two minutes time to think about three facts about themselves. This could be a hobby, an attitude or a special experience. For example: "I am bilingual. I was raised on a farm. I don't like pasta." One of these three things should be true, while the two other facts should be lied.

The hosts now start asking the participants to present their facts while the others should guess the true one.

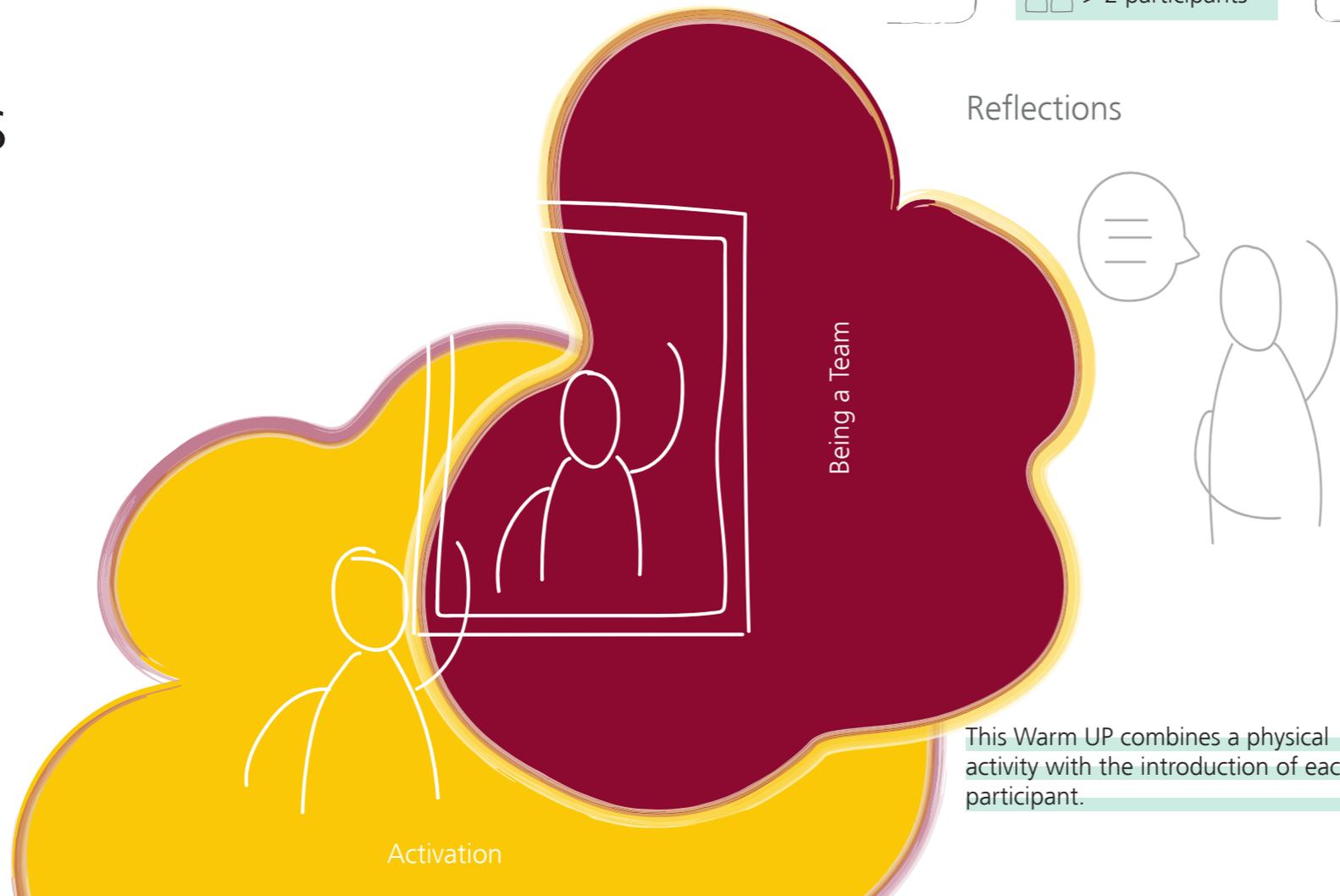
### Good to know

If your participants already know each other or are even colleagues, remind them to choose facts, no one knows about.

Inspired by: Berlin Innovators\*

# Reflections

digital ANALOGUE



## Reflections

### How to

The participants introduce themselves with their names, profession and an activating gesture. This could be a certain movement of the arms or even a whole exercise like a knee bend.

The other participants are now asked to mimic the gesture of the introducing person.

### Good to know

Take notes on the gestures your participants performed – you could use them later as an activation if you feel like everyone is getting unfocused.

This Warm UP combines a physical activity with the introduction of each participant.

Inspired by: Barbara Klehr (die Gorillas)\*

# Association Walks

digital ANALOGUE



 > 2 participants

## Association walks

### How to

The participants are divided into two teams. One person thinks of different terms and throws one to the other. The other person then freely associates what comes to mind and shares their thoughts aloud.

If nothing comes to mind, a new term is thrown in. After a defined time, the roles are swapped.

### Good to know

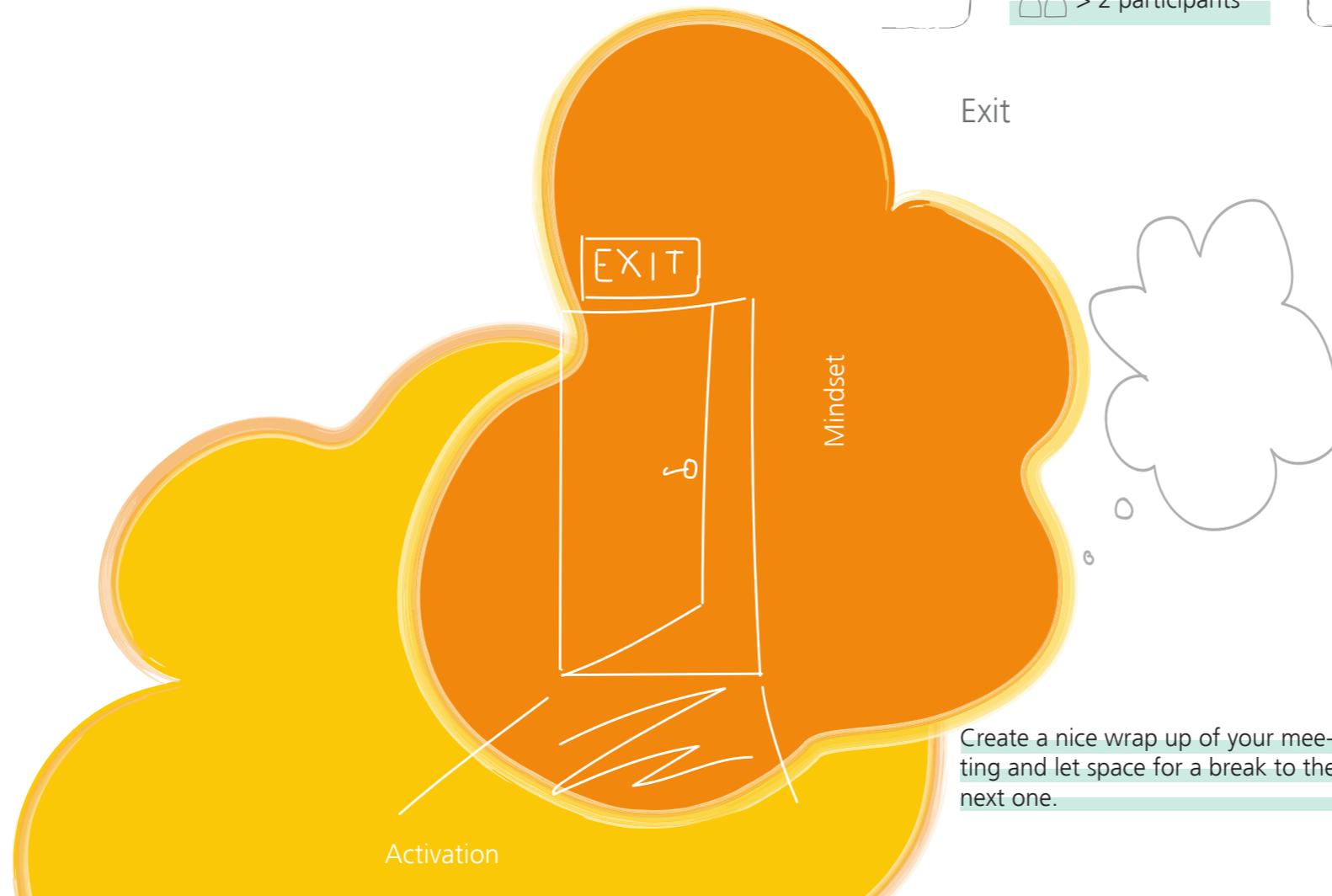
As a moderator, you can introduce with the topic or the problem of the workshop here. Decide in advance what terms the participants are going to work with.

Creative ideas, exchange of opinions and team building are guaranteed in this warm UP!

Inspired by: Barbara Klehr (die Gorillas)\*

# Exit

digital ANALOGUE



 > 2 participants

## Exit

### How to

Plan your meeting with five minutes left at the end. Use this time to let your participants reflect upon the finished meeting about the aspects they liked and things they disliked. This cool down carries the idea of mentally leaving the meeting room – as you would automatically do in real live meetings.

You're giving your participants the chance to refresh and focus their mind on the next meeting or step on their to-do list.

### Good to know

You also may use this time to celebrate progress in your project. If the participants leave a meeting on a positive mind, their intrinsic motivation for the next meeting grows higher!

Create a nice wrap up of your meeting and let space for a break to the next one.

 2-10 min

# Energizer

digital ANALOGUE



 > 2 participants

## Energizer



The movement is waking up the body and the mind, creating space for activity and new ideas.

### How to

First of all, a sequence of body parts has to be set. An example could be: arms, shoulders, head, legs.

The participants now start counting from seven down to zero and meanwhile shaking the first body part in the sequence awake. After that they continue seven seconds e.g., with the shoulders, then head and then legs. This makes the first round.

In the second round they repeat what they've done earlier, with the only difference that counting starts at six.

In the third round they then start with five and so on. This means, that there are seven rounds in total of shaking every body part in the set sequence while counting to zero.

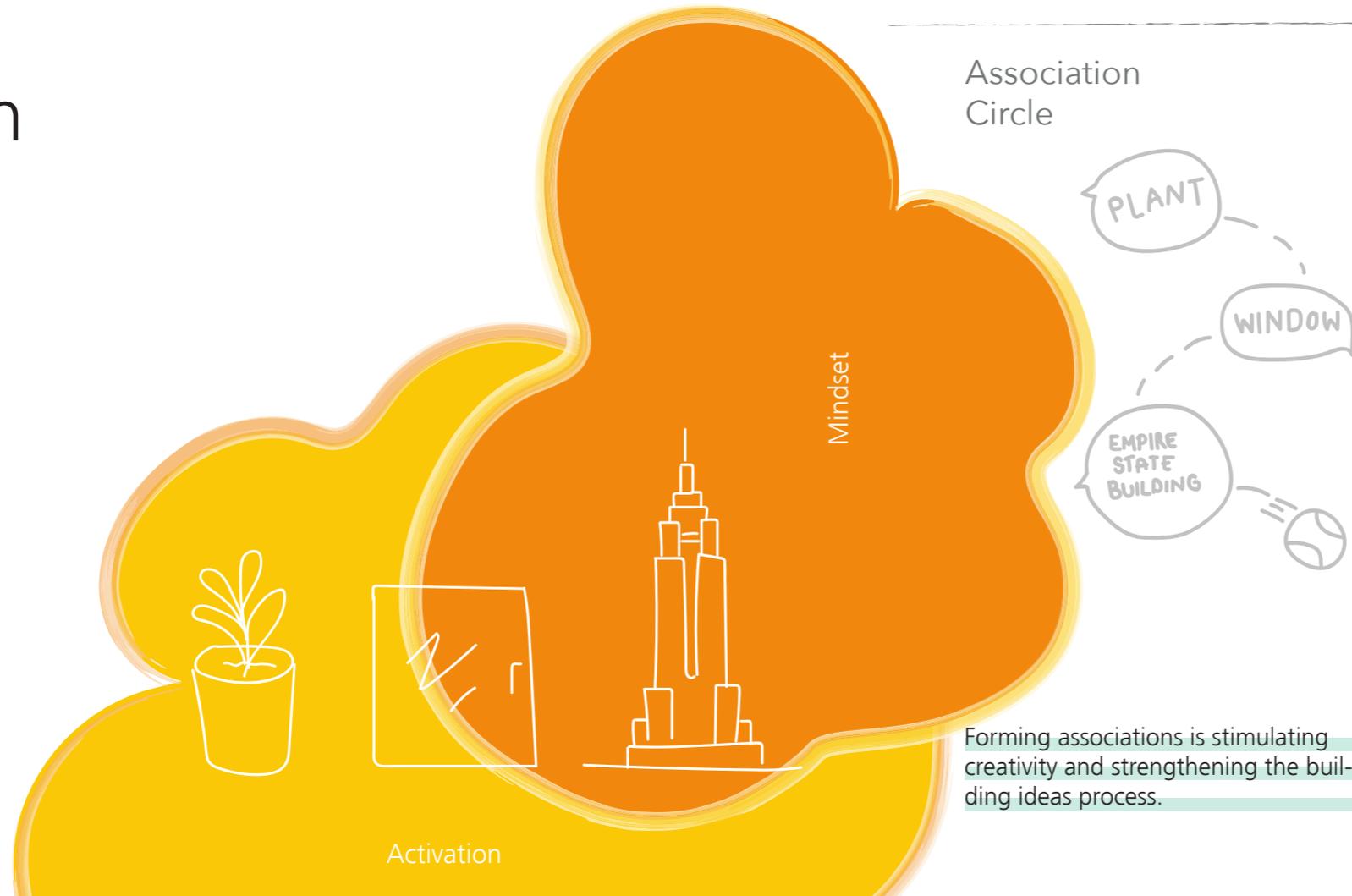
### Good to know

Match the number of body parts with your individual time frame. Do you only have two or maybe need ten minutes for a proper activation? Feel free to also use more specific body parts like fingers, wrists or hips.

Inspired by: Improwiki\*

# Association Circle

digital ANALOGUE



 > 5 participants

## Association Circle

### How to

The participants are getting up and forming a circle. If there are more than ten people participating, the group can be split up in several circles.

One participant (P1) is getting a ball. He says a word he thinks of and throws the ball to another person randomly. The person catching (P2) the ball now says the first thing that comes to their mind, when hearing the word of person P1.

P2 throws the ball to the next participant who has to associate a new word then and so on.

### Good to know

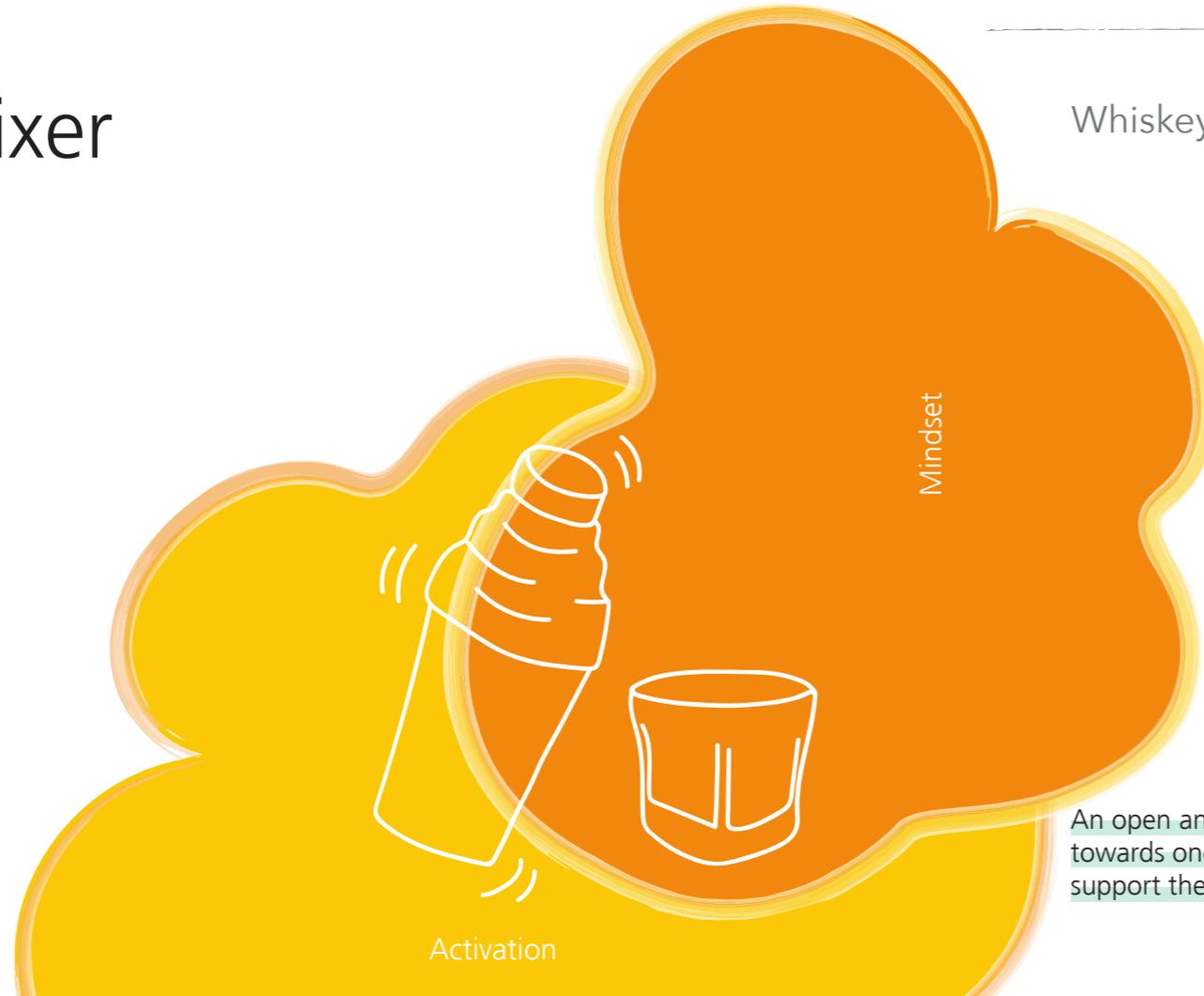
Encourage your participants to use exotic words and really say what comes to their mind first while associating. If you want to prepare your participants with regards to content of the meeting, feel free to limit the associations to a certain topic.

Forming associations is stimulating creativity and strengthening the building ideas process.

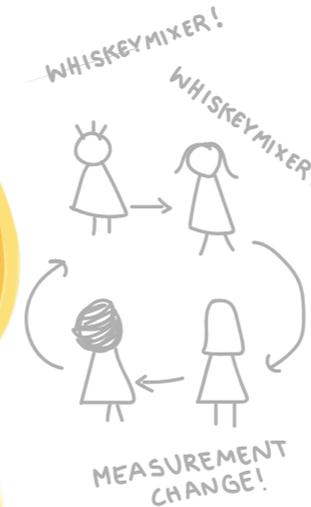
Inspired by: Hochschulforum Digitalisierung\*

# Whiskeymixer

ANALOGUE



## Whiskeymixer



An open and fault-tolerant mindset towards oneself and the group will support their creativity.

 > 5 participants

### How to

All participants are standing up and forming a circle. If there are more than ten people taking part, feel free to split them up in two separate groups. Now someone starts and one after another everybody says the word "Whiskeymixer" as fast as possible. The direction is going clockwise.

If your participants are feeling comfortable with that, you can introduce the phrase "Measurement Change". When somebody chooses to say "Measurement Change" instead of "Whiskeymixer", the direction changes and now the phrase "wax mask" has to be said. If somebody uses a phrase incorrectly, they have to walk one time all around the group circle. The others continue meanwhile without that person, until they are back at their place.

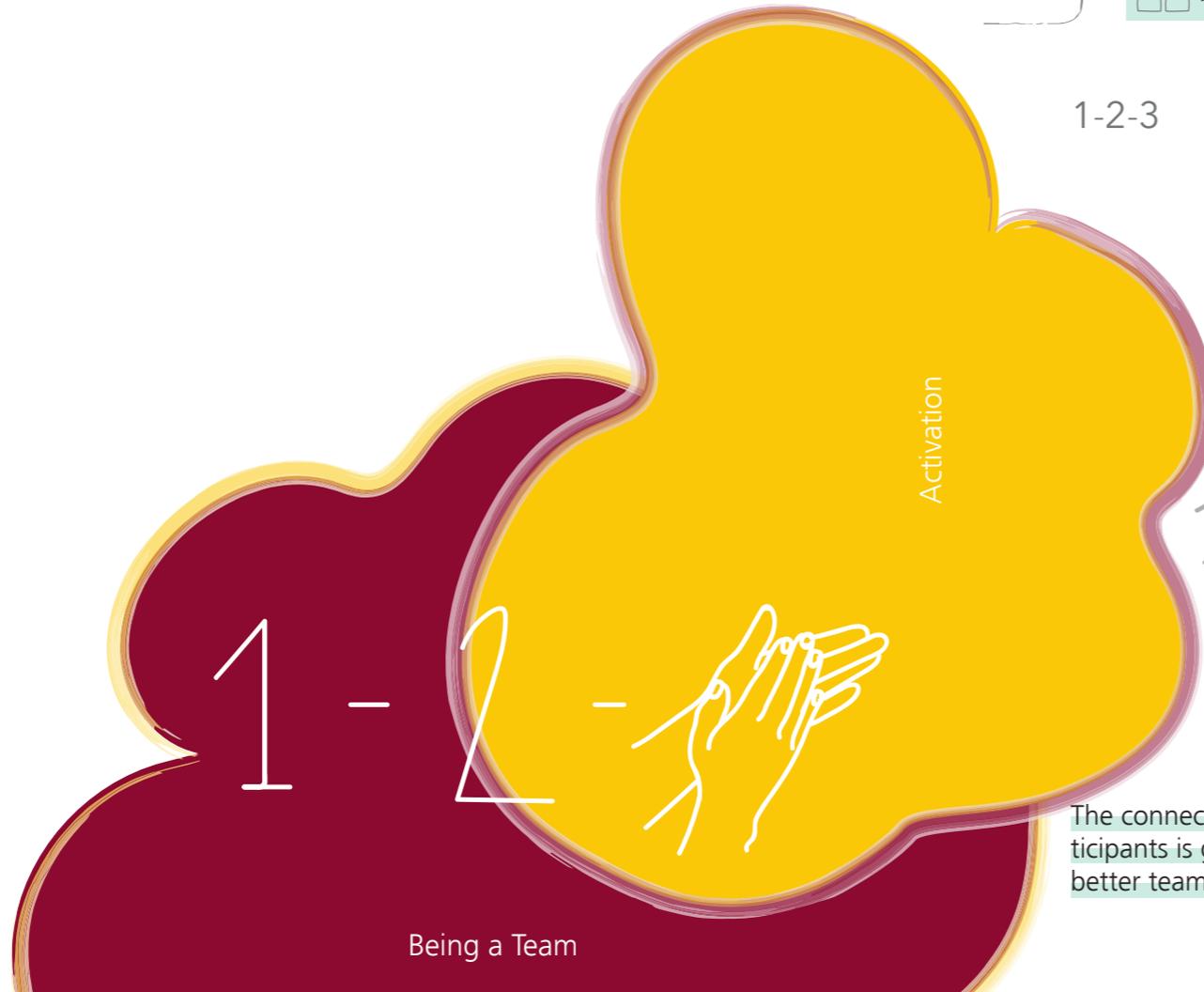
### Good to know

Sensitise your participants to accept mistakes. This will help them to talk about their thoughts and opinions more openly later in the process.

Inspired by: Improwiki\*

# 1-2-3

ANALOGUE



 > 2 participants

1-2-3



The connection between the participants is getting supported for a better team work.

## How to

The participants are getting together in groups of two, standing in front of each other. In turns they count together from one to three.

After several rounds of getting comfortable, the number one will now be replaced by a movement. This could be a clap with the hands, a flip with the fingers, gestures or simple dance moves. The counting would now go: \*clap\*, 2, 3, \*clap\*, 2, 3....

If that works well, the number two could be replaced by another movement. The hosts watches their participants and choose when the numbers will be replaced.

## Good to know

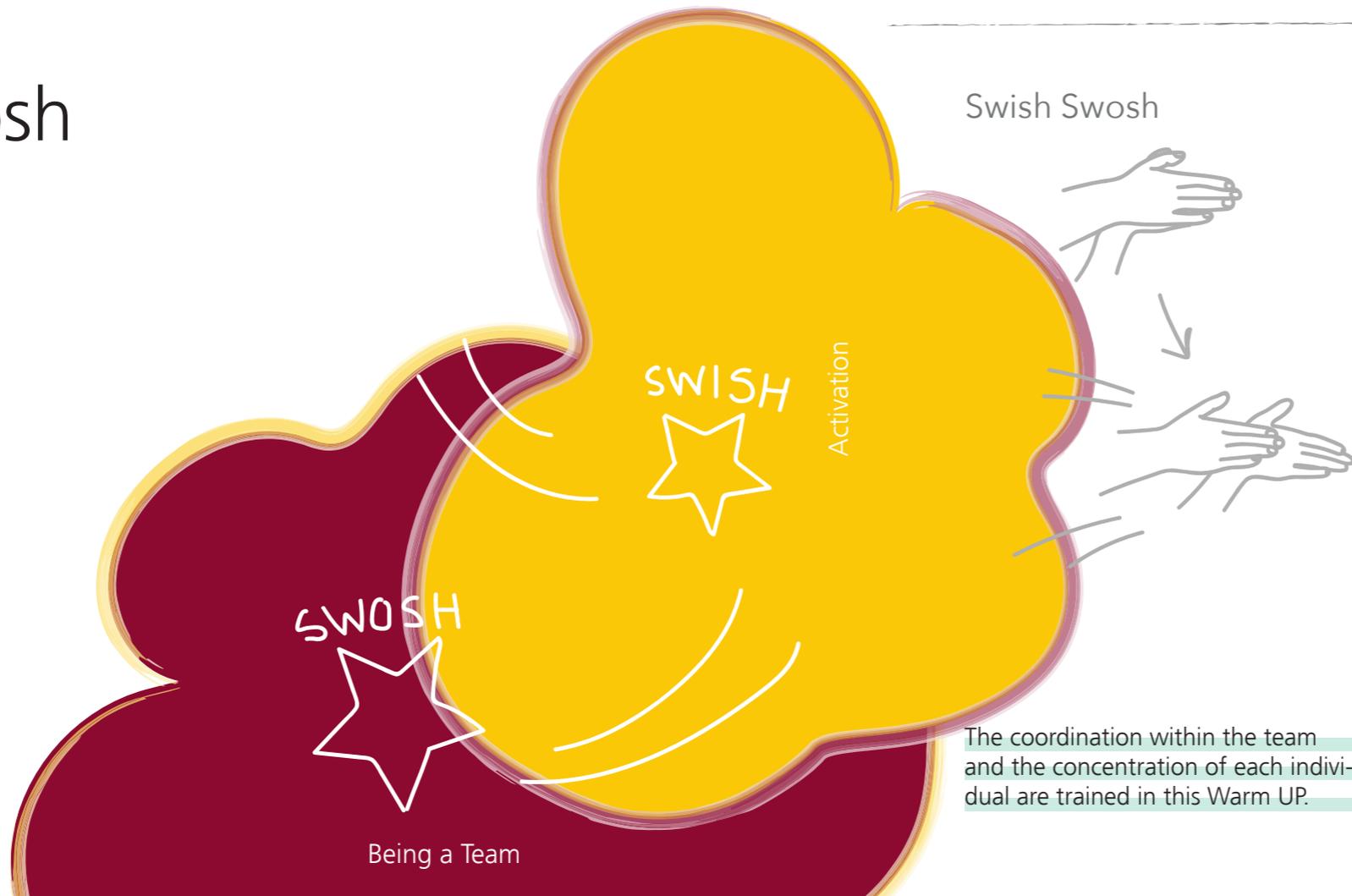
As host, you are able to decide which movements are going to replace the numbers.

Choose according to your individual participants: What are they still comfortable with, without the movements being too boring?

Inspired by: Rüdiger Ewald\*

# Swish Swosh

ANALOGUE



 > 5 participants

 2-10 min

## How to

All participants are coming together forming a circle while standing. If there are more than ten people taking part, feel free to split the group in several circles.

One participant now starts saying the word "Swish" and making the here showed gesture towards their left neighbor. One after another, the word "Swish" is now going clockwise around the circle.

If this is working well, the host now introduces the word „Poing“. If a participant says the word „poing“ and raises their arms instead of saying „Swish“, the direction changes and now the word "Swosh" goes around the circle.

The next level would be to introduce the word "Peng". In combination with pointing to any other participant, the sequence around the circle can be interrupted. The movement now goes to the person that has been pointed on.

## Good to know

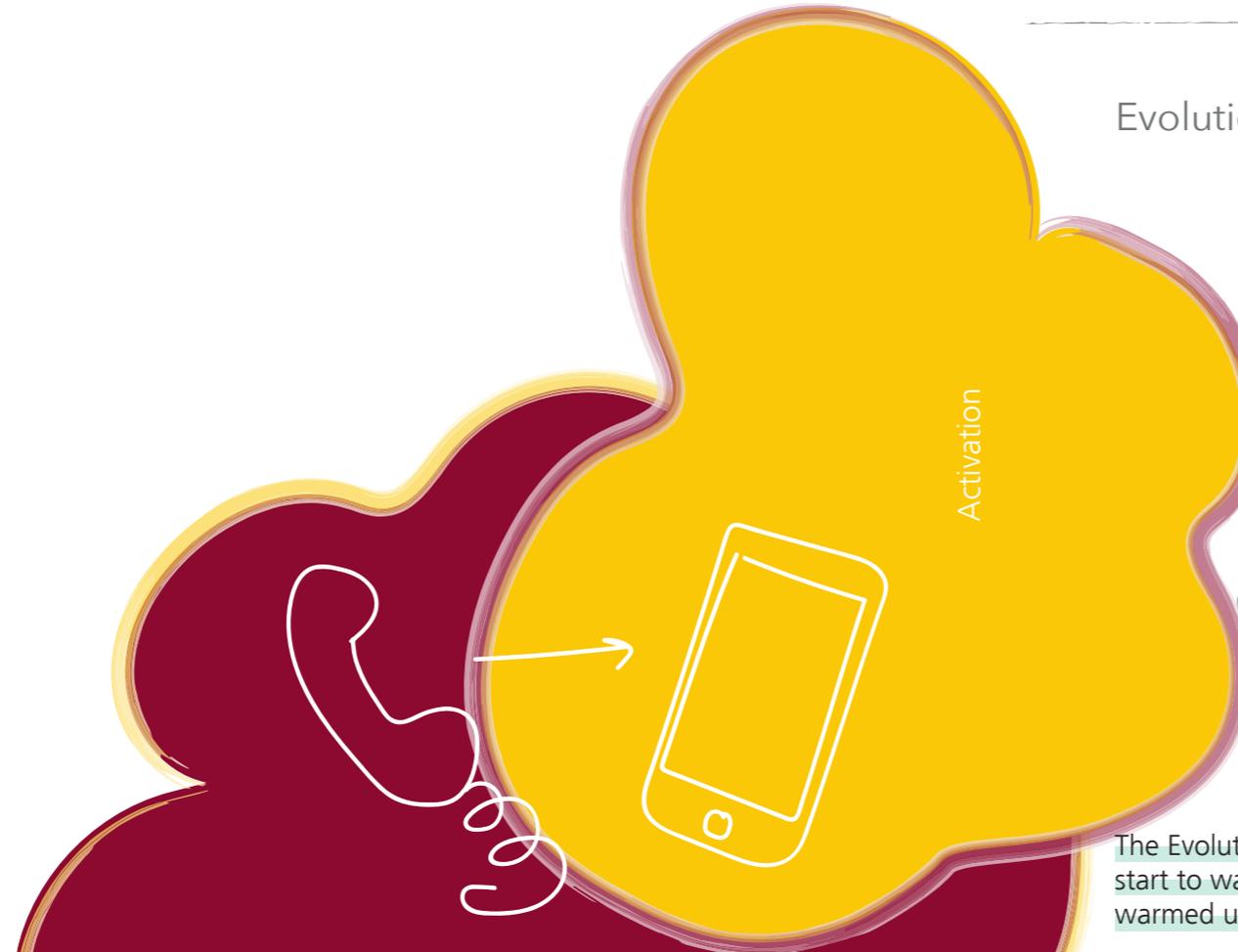
Start with the word "Swish" and let your participants get comfortable with the situation. Interrupt the game and add new options, when you feel like everyone understood what to do.

Emphasize that the words should go around as fast as possible. Mistakes are warmly welcome, they light up the atmosphere!

Inspired by: Rüdiger Ewald\*

# Evolution Game

ANALOGUE



## Evolution Game



The Evolution Game presents a good start to wake up the group and get warmed up.

 > 5 participants

### How to

Before the meeting, the host has to define four levels of evolution. This could match the topic of the meeting or workshop. Each level is now getting a specific movement (example below). All participants start in the first level.

Everyone now moves freely around the room, permanently doing their movements. If they meet another person being in the same level (so making the same movement), they now play rock-paper-scissors against each other. The winner gets to the next level and changes his movement, whereas the loser stays in his level. Now both are looking for a new challenger in their specific level. The host terminates the game, when some people have reached the highest level.

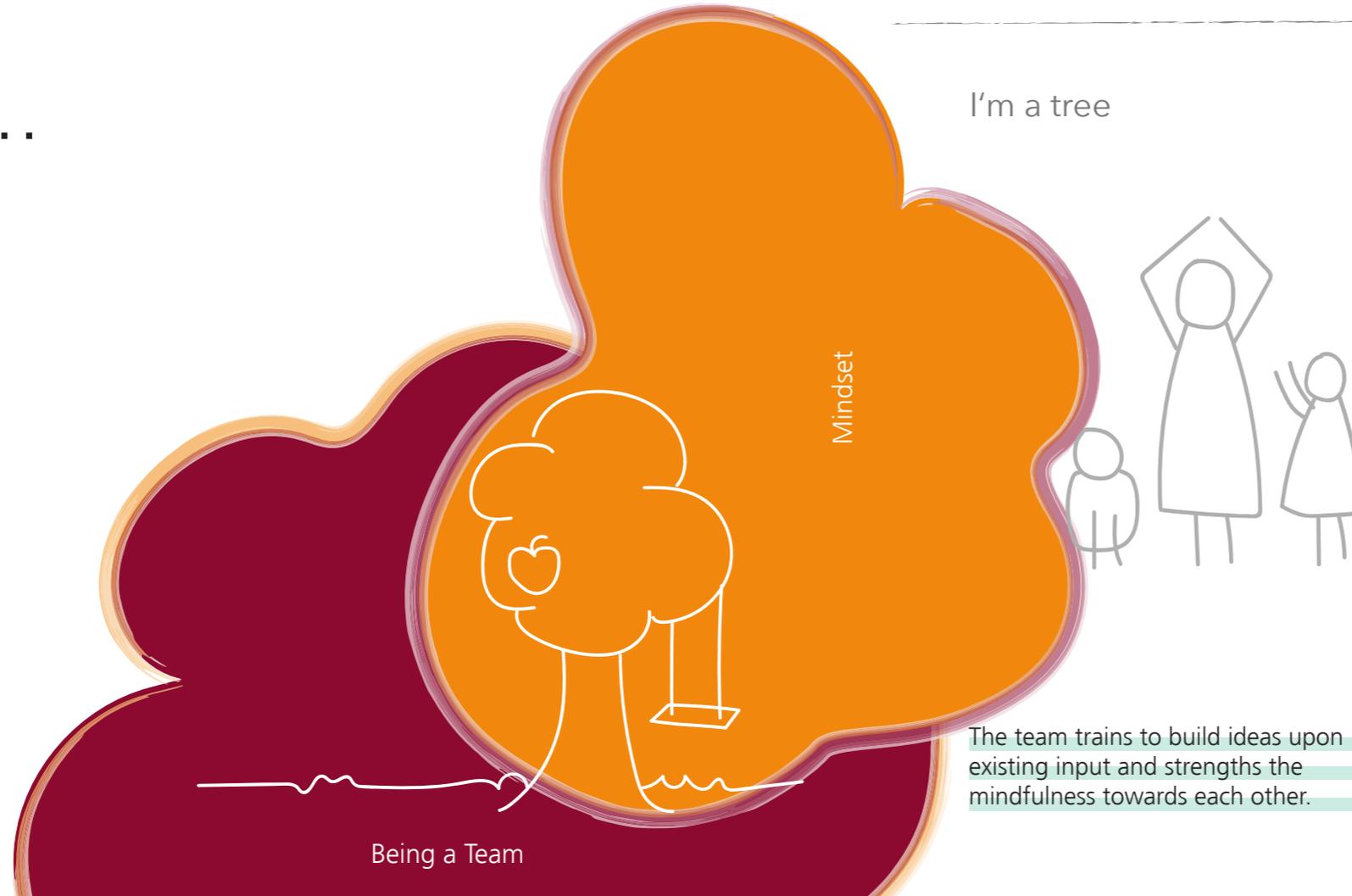
### Good to know

The topic of the meeting is change through digitization.  
Level 1: Phone – Hand forms a phone at the ear.  
Level 2: Laptop – Fingers are typing on an imaginary keyboard.  
Level 3: Smartphone – A thumb hovers over an imaginary display  
Level 4: Gesture control – wiping Gesture through the air

Inspired by: Benedict Walesch\*

# I'm a tree...

ANALOGUE



I'm a tree

The team trains to build ideas upon existing input and strengthens the mindfulness towards each other.

 > 5 participants

How to

One of the participants (P1) starts to get in a position representing a thing, animal, person, ... and naming it. The next participant (P2) gets next to P1 and chooses a thing and a position that relates to the first one.

The third participant (P3) now also thinks of something that matches P1 and gets in a descriptive position.

The fourth participant (P4), now looks for a thing to replace one of the first three (P1, P2 or P3). And so on.

If the ideas of the participants are getting to their limit, the host can choose one person to stay and the others to release out of their positions. The remaining person is now start for the next round.

Good to know

P1: I'm a tree.

P2: I'm an apple, hanging on the tree.

P3: I'm a dog under the tree.

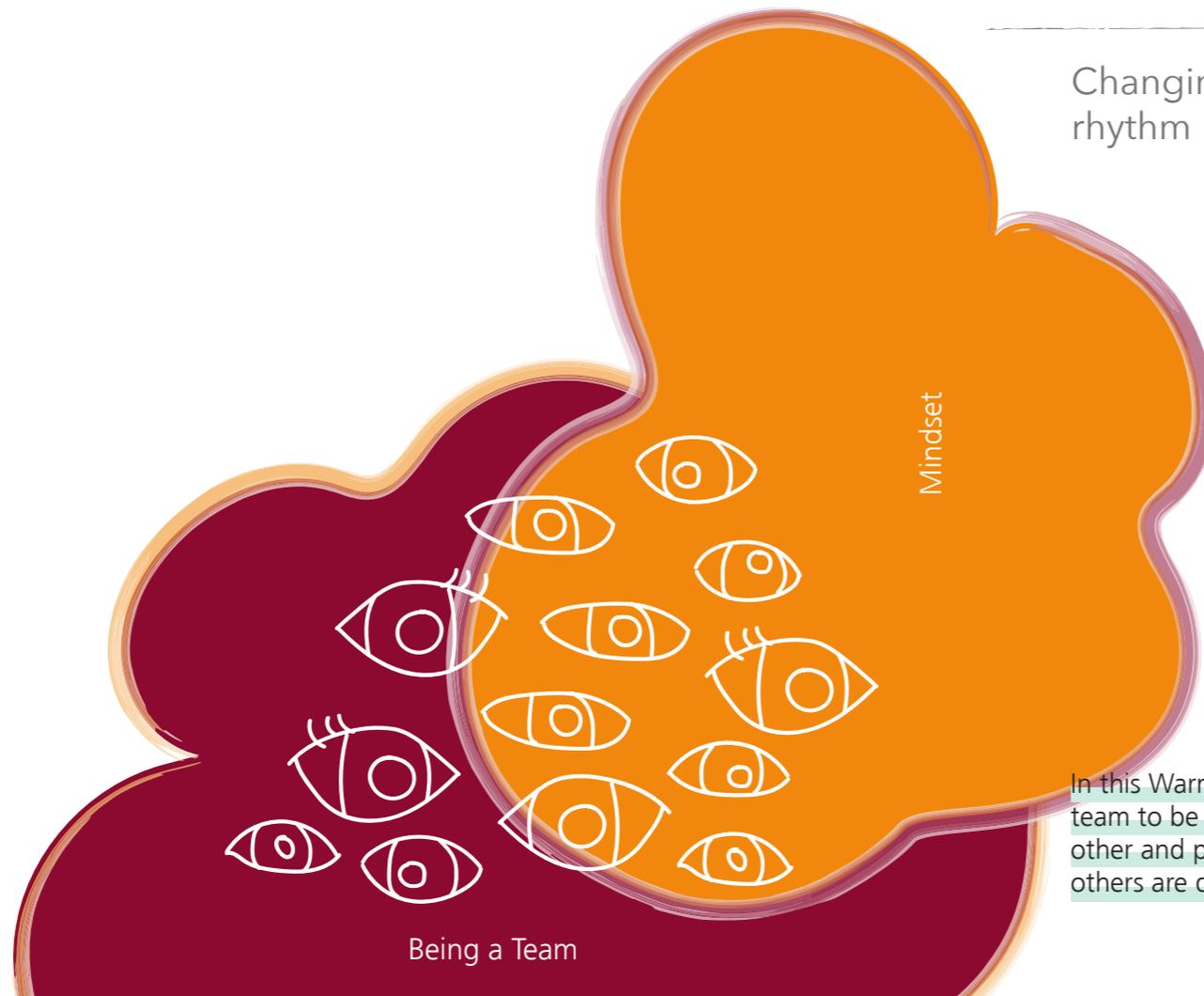
P4: I'm a cat, I replace the dog

P5: I'm a bowl which contains the apple. I replace the tree.

Inspired by: Benedict Walesch\*

# Changing rhythm

ANALOGUE



## Changing rhythm



In this Warm Up you sensitize the team to be mindfulness with each other and pay attention to what others are doing.

 > 5 participants

### How to

All participants move freely around the room. Without concrete instruction, one participant starts to change their movement. They could move slower, faster, walk on heels or start to make small jumps.

As the other participants notice the change, they adjust their movement as well.

When everyone moves in the same way again, any other participant can start changing their movement again.

The goal of the Warm UP is that everyone moves in the same way around the room and adjusts as fast as possible to new movements.

### Good to know

For an easy start:

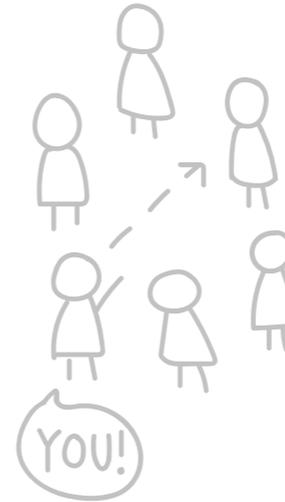
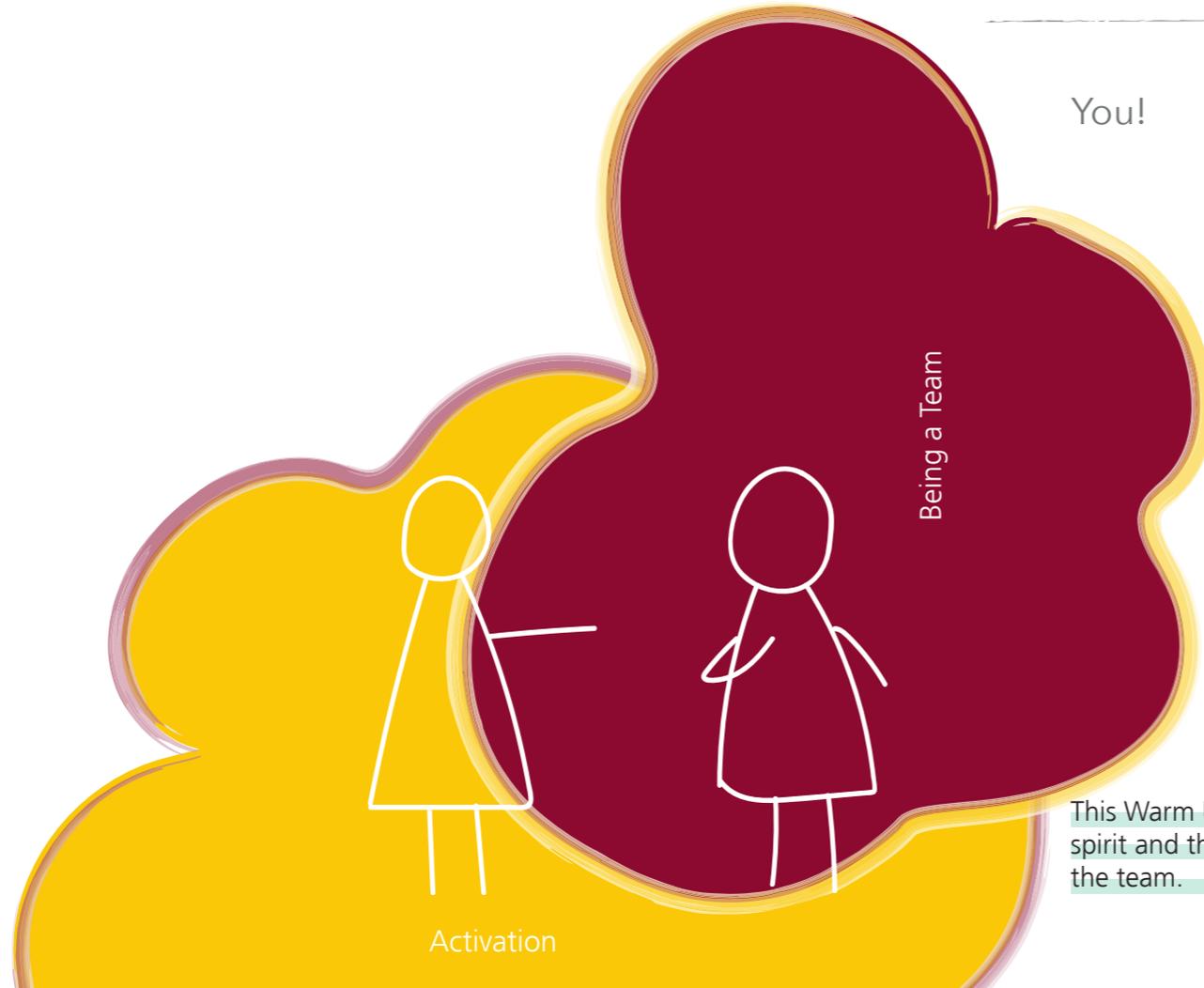
Let the participants move around the room and give instructions on when and how to change the movement.

Make sure, that there is enough space, so everyone can really move around the room freely.

Inspired by: Benedict Walesch\*

# You!

ANALOGUE



This Warm UP strengthens the team spirit and the communication within the team.

 > 5 participants

## How to

The participants are getting up and forming a circle. If there are more than ten people participating, the group can be split up in several circles.

One participant (P1) starts and points towards another participant (P2) within the circle saying "You!". P1 now leaves their place and takes the place of P2 in the circle. P2 then needs a new place and therefore points towards another person (P3) to take their place. So now P3 has to look for another place.

Increasing the pace is making this Warm UP more difficult and more fun to play! Mistakes are warmly welcome.

To make things even more tricky, you could advise the participants to only communicate via eye contact, that they want the place of another participant.

## Good to know

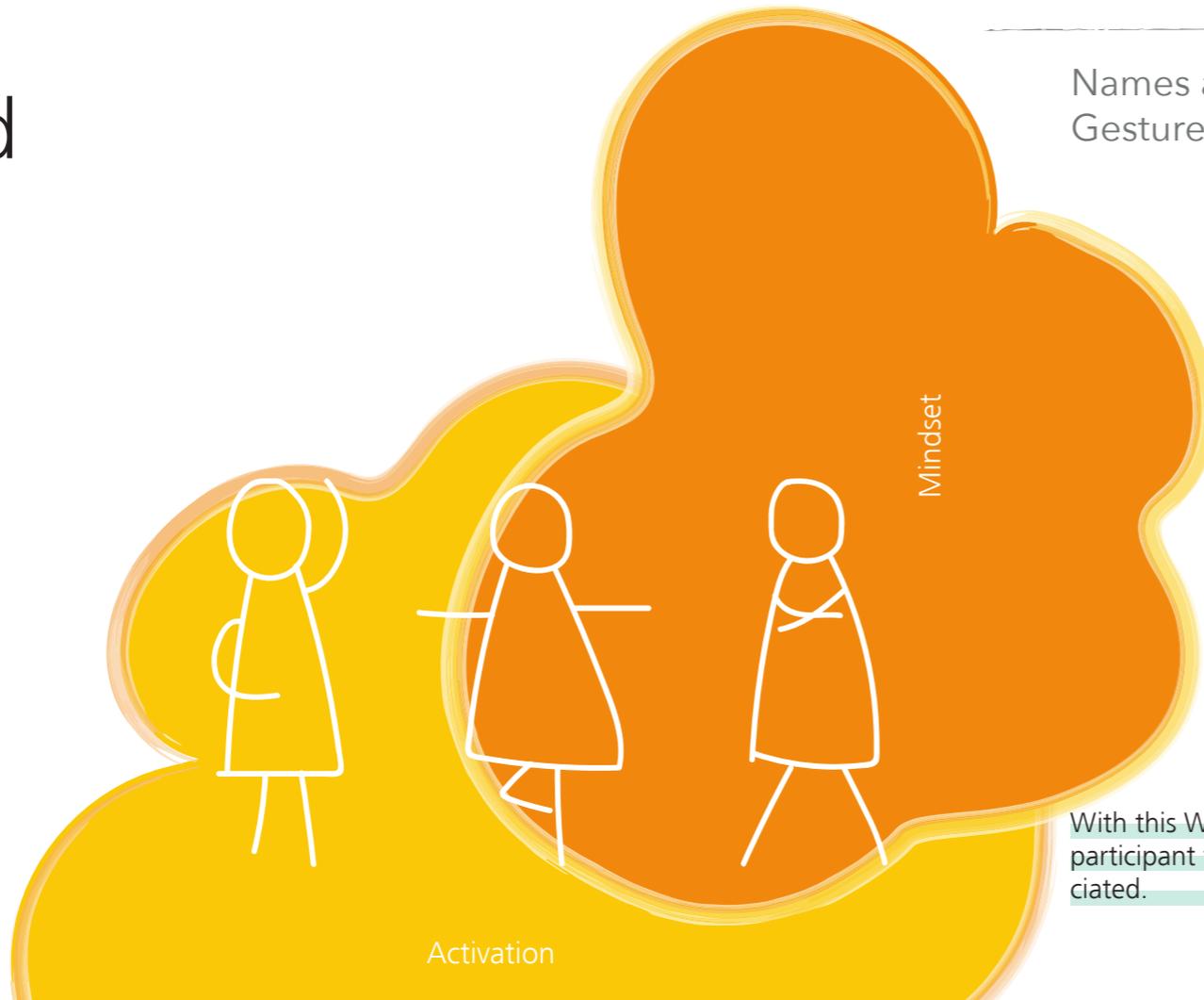
As host you may ease the beginning of the Warm UP, through participating in the circle as well.

You could then start pointing on another person. When you feel like everyone is comfortable with the game, you can step back and get out of the circle.

Inspired by: Rüdiger Ewald\*

# Names and Gestures

ANALOGUE



## Names and Gestures



With this Warm UP you make every participant feel noticed and appreciated.

 > 5 participants

### How to

The participants are getting up and forming a circle. If there are more than ten people participating, the group can be split up in several circles.

One participant starts, saying their name and doing a gesture. The next person repeats the name and gesture of the first participant and adds their own. The third person then repeats the already said names and gestures and adds their own and so on.

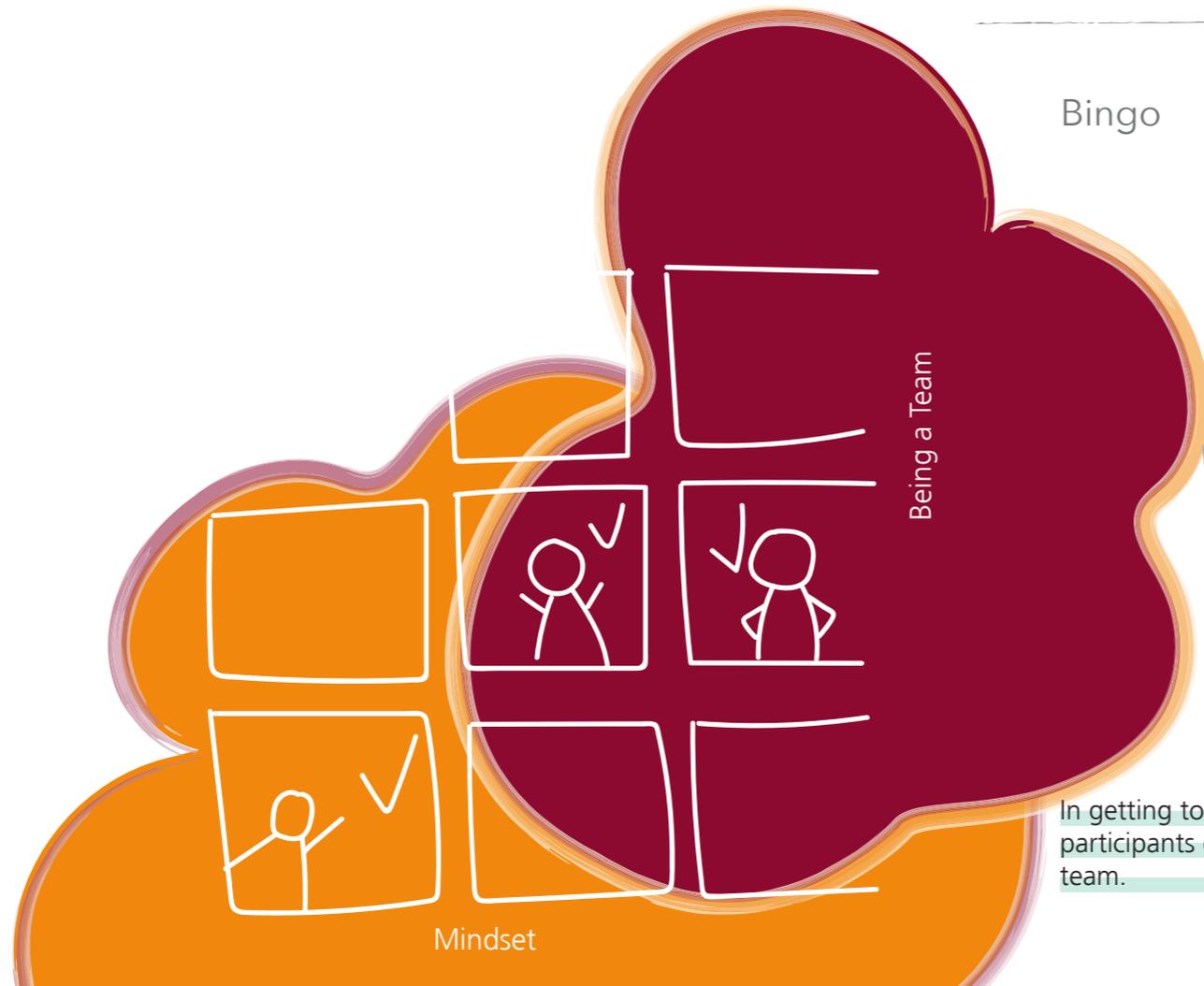
### Good to know

It might be hard for some participants who new to the practice, to think of a gesture right away. To help you can define a topic such as favorite sports or a hobby. This stimulates their creativity and makes it easier to think of a gesture.

Inspired by: Rüdiger Ewald\*

# Bingo

ANALOGUE



## Bingo



In getting to know each other, the participants create trust within the team.

 > 5 participants

### How to

Every participant gets a sheet of paper with 16 small squares on it. Every square contains a characteristic such as „Sings while showering“ or „Likes to watch series“. Now all participants move freely around the room and ask the others randomly if a certain characteristic fits to them. If the answer is “yes”, the person who asked can mark that field on their sheet with the name of the person who answered. If the answer is “no” nothing happens. Every participant is only allowed to ask a person two questions and is then obliged to move on to the next. If somebody has a row filled with names, the shout out loud “Bingo!”.

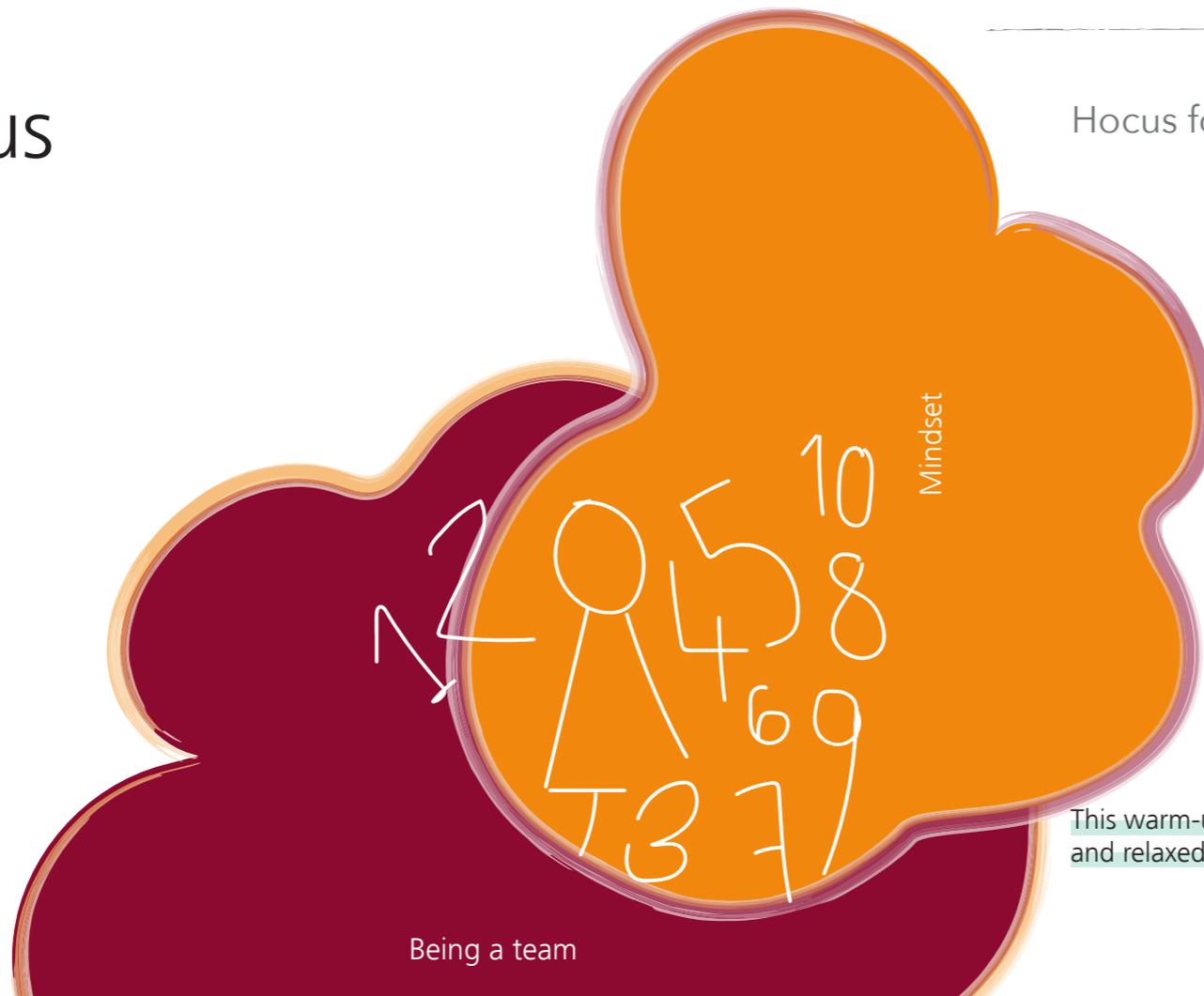
### Good to know

Spare some time after the game, to let the participants talk about their insights they got. That way you strengthen the team spirit and show the participants that their findings are being heard.

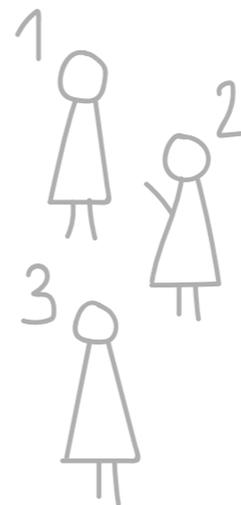
Inspired by: Common Knowledge\*

# Hocus focus

ANALOGUE



## Hocus focus



This warm-up creates a clear head and relaxed atmosphere.

 > 5 participants

### How to

All participants stand in one circle. If there are more than ten participants, they can be divided into several circles. Then count out loud once so that everyone has a number to keep during the game.

Now the participants start with the warm-up „You!“. Feel free to look at the corresponding card. As soon as you feel that the participants are comfortable with the „You!“ the participants now have to add the counting task and do both tasks in parallel. Changing their place because of the „You!“ and shouting their number when it is their turn.

### Good to know

If a participant forgets to say his/her own number, it is the task of the previous person to remind him/her by repeating the previous number permanently. Example: If the second person forgets to say „Two“ after the first, the first person repeats: „One“... „One!“... „ONE“

Inspired by: Rüdiger Ewald\*

**\*Found through/ Inspired by:**

Many of the Warm UPs are old children's games or common knowledge in society, which have been taken up again by one or the other. We therefore give the sources for the Warm UPs presented here in the Warm UP Set as follows: Found through and/or inspired by. This means that we discovered the Warm UPs through these sources and were inspired by them. After trying out the Warm UPs, we have partly adopted them, slightly modified them if necessary, or come up with new content or entire new Warm UPs.

**Inspiration credits go to:**

Methodenset digitale Vertrauens- und Take-a-break Karten from Hochschulforum Digitalisierung  
[https://hochschulforumdigitalisierung.de/sites/default/files/dateien/Methodenset\\_Digitale\\_Vertrauens\\_Take-A-Break\\_Karten\\_2020.pdf](https://hochschulforumdigitalisierung.de/sites/default/files/dateien/Methodenset_Digitale_Vertrauens_Take-A-Break_Karten_2020.pdf)

Digitaler Warm Up Guide from Berlin Innovators  
[https://berlin-innovators.com/wp-content/uploads/2020/03/Digital\\_Warmup\\_Guide\\_v1.1\\_ger\\_03\\_2020.pdf](https://berlin-innovators.com/wp-content/uploads/2020/03/Digital_Warmup_Guide_v1.1_ger_03_2020.pdf)

Warm Up vor meetings! from Impulse.de  
<https://www.impulse.de/management/unternehmensfuehrung/warm-up-vor-meetings/7472994.html>

Jochen Guertler  
<http://www.jochenguertler.de/>

Barbara Klehr (Die Gorillas)  
<https://www.die-gorillas.de/ensemble/barbara-klehr.html>  
Gives improvisation theatre courses.

Improwiki.com  
<https://improwiki.com/en>

Rüdiger Ewald  
<https://improwiki.com/profile/R%C3%BCdiger%20Ewald/de>  
Gives improvisation theatre courses according to Keith Johnstone ([https://improwiki.com/de/wiki/improtheater/Keith\\_Johnstone](https://improwiki.com/de/wiki/improtheater/Keith_Johnstone) - relevant Books: Improvisation and Theatre [1993], Theatre Games [1998]), among others.

Benedict Walesch  
<https://www.linkedin.com/in/benedict-walesch-4b3376244/>  
Gives improvisation theatre courses mainly after Keith Johnstone ([https://improwiki.com/de/wiki/improtheater/Keith\\_Johnstone](https://improwiki.com/de/wiki/improtheater/Keith_Johnstone) - relevant Books: Improvisation and Theatre [1993], Theatre Games [1998])

#### Further information

What do you need to keep an eye on during an online meeting?  
Our experiences and tips and tricks can be found on:  
<https://www.hci.iao.fraunhofer.de/>

#### Contact

If you have any questions or feedback, feel free to contact us!  
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