



BECAUSE THE WORLD NEEDS  
YOUR GREATEST IMPACT

## FACILITATION GUIDE

# YOUR TEAM'S ROAD TRIP

A simple, fun way to get to know the people you work with  
— and keep knowing them.

### MOST ICEBREAKERS TELL YOU WHAT SOMEONE DOES. THIS ONE TELLS YOU WHO THEY ARE.

The Road Trip is a simple, fun tool — a handful of questions that invite people to share something real about themselves. Their playlist. Their people. Their dream destination. Their snacks. It's low-stakes, it's fun, and it gives you something genuinely useful: real insight into the people on your team.

Because when you know that someone's comfort food on a long drive is a fountain Diet Coke, or that their dream road trip ends somewhere they've never been but have always wanted to go — you have something to work with. Something to celebrate them with. Something that makes them feel seen in a way that a Starbucks gift card never will.

## GETTING TO KNOW EACH OTHER

Have everyone on the team fill out their Road Trip. Use a team meeting, a retreat, or spread it across a few weeks — one person sharing at the start of each meeting until everyone has had a turn.

### How to run it:

1. Send the Road Trip tool to the team. Give people a few days to fill it out.
2. At your next meeting, open with 5–8 minutes for one person to share their trip. They talk — everyone listens.
3. Invite a question or two from the group. Keep it light. Let the conversation go where it wants to go.
4. Rotate to a new person each meeting. Keep a shared folder where everyone's Road Trip lives so the whole team can reference it anytime.

***Know your people.  
Celebrate them  
beyond just a one-  
and-done.***

## WHEN SOMEONE NEW JOINS THE TEAM

Don't hand the new hire a Road Trip on day one — give them a little time to get their footing first but do share the team's existing Road Trips with them. It gives them immediate conversation starters and something to connect around before they've even shared their own. When they're ready, invite them to add theirs to the mix.

## KEEPING IT ALIVE

The Road Trip doesn't have to be a one-time activity. The answers people share become a resource — a running guide to what makes your teammates tick. Here are some easy ways to keep the energy going:

**Start a meeting with someone's favorite song:** Pull a song from someone's playlist and open the next meeting with it playing as people arrive. Name whose it is. Watch them light up.

**Bring a road trip snack to share:** Pick up someone's favorite snack before a team meeting and surprise them with it. You already know what it is — it's right there on their Road Trip.

**Celebrate a Destination:** Before a team member's work anniversary or a big milestone, pull up their Road Trip. Share a fun fact about one of their destinations. Make it specific to them.

**Build a team playlist:** Collect one song from everyone's Road Trip playlist and build a shared team playlist. Use it at retreats, long work sessions, or just on a Friday afternoon.

**Reference it when you recognize someone:** When you're calling someone out for great work, add a personal touch: "And I'm celebrating her with a bag of Sour Patch Kids, because they are her favorite Road Trip snack."

## GOING A LITTLE DEEPER DURING THE SHARE-OUT

If your team is ready for a bit more substance during the share-out, try weaving in one of these questions after someone presents their Road Trip. Pick just one — you don't need all of them, and you don't need them every time.

### Suggested Facilitator Questions:

- What would the people in your car say about you as a travel companion?
- What does your playlist say about you that your job title doesn't?
- Is there anything on your trip that surprised you when you wrote it down?
- What does your most exciting stop tell us about what you value?

## PAIRING WITH A WORKPLACE ASSESSMENT

If your team uses a tool like DiSC, StrengthsFinder, or the Enneagram, the Road Trip makes a fun companion. After people have shared their results, revisit the Road Trips together — you'll often see the same patterns show up. Someone's preference for a meticulously planned itinerary versus a total wing-it approach can tell you a lot about how they work. Keep it light and curious, not analytical.

## WANT HELP BRINGING THIS TO YOUR TEAM?

Lumen Impact Group works with nonprofit and education leaders to build cultures where people feel genuinely connected — to the mission, to each other, and to the impact they make.

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**What are a few songs on your playlist?**

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**What stop are you most excited about? Why?**

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**Where would you go?**  
Share your starting point, end point, and stops along the way:

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**What road trip snacks are you bringing?**

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**Who are you taking with you?**

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**What about podcasts or audiobooks?**

**Where would you take someone road tripping to where you live?**

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**Something you want to try at one of your destinations**

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