



## BUILDING YOUR TEAM

A MEETING ICEBREAKER GUIDE

FACILITATOR'S GUIDE

# THE HUMAN BINGO ICEBREAKER

A 5×5 grid that turns a room of coworkers into a scavenger hunt for the surprising things they already have in common.

**Building Your Team**  
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## EXECUTIVE SUMMARY

# Networking Disguised as a Game



Human **Bingo** is a networking icebreaker where participants move around the room finding colleagues who match descriptions on a 5×5 grid card, collecting signatures to complete a line.

It works because it turns small talk into a game with a clear goal, giving people permission to approach coworkers they don't know well. This paper walks a facilitator through organizing the activity, choosing prompts, and understanding why it works so well for mixed groups of introverts and extroverts.

**5×5**

grid of prompts on each card

**15–30 min**

typical activity duration

**4**

ways to win: row, column, diagonal, or blackout

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# How to Organize Human Bingo



Four steps take you from a blank grid to a room full of conversation.

## 1 Build the grid

Create a 5×5 grid with diverse, work-appropriate prompts using tools like Canva, PowerPoint, or a [premade template](#).

## 2 Set the rules

Instruct participants to mingle and collect matching signatures from coworkers whose experiences fit each square.

## 3 Establish winning conditions

Decide whether the game ends at the first horizontal, vertical, or diagonal line — or requires a full blackout of the card.

## 4 Set the clock

Plan for 15 to 30 minutes, depending on group size and how many rounds you want to run.

### SOURCES & TOOLS

[Bingo \(Britannica\)](#) · [Printable Bingo Template \(Etsy\)](#)

## Prompts & Examples



Mix career-focused, hobby-based, and quirky prompts to keep the grid interesting for everyone.

- **Career-focused:** “Has worked here over 5 years.”
- **Hobbies:** “Has run a marathon.”
- **Quirky:** “Has met a celebrity.”

## Key Benefits



The game format does a lot of quiet work for team cohesion.

- Strengthens communication and team cohesion.
- Offers low-pressure networking that works for introverts and extroverts alike.
- Builds workplace trust through structured, low-stakes sharing.

## Tips for Success



A few small choices make the difference between a game people tolerate and one they enjoy.

### FACILITATOR TIPS

*Encourage genuine conversation rather than a quick signature-and-move-on approach. Offer small prizes for winners, make sure every prompt is inclusive of the whole group, and consider preparing multiple card variations if you want to extend engagement with a second or third round.*

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## ABOUT



Building Your Team is a division of The Leaders Institute®, the company that pioneered the Build-A-Bike® charity team-building activity in 2005. Building Your Team publishes practical, field-tested team-building activities and facilitation guides for corporate meeting planners, HR leaders, and event professionals.

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