



BUILDING YOUR TEAM

A MEETING ICEBREAKER GUIDE

FACILITATOR'S GUIDE

THE WEATHER REPORT

Fun Check-In Questions for Meetings

Ninety seconds, one weather metaphor per person, and a facilitator knows who's sunny, who's stormy, and who needs a quiet follow-up after the meeting.

EXECUTIVE SUMMARY

Sunny Skies, Thunderstorms, and What They Reveal

The Weather Report asks each participant to describe their current state with a one-line weather forecast — sunny skies, incoming thunderstorms, or anything in between.

The check-in takes about 90 seconds and works across in-person, virtual, and hybrid meetings alike, scaling from small teams up to 500 people at low cost. This paper walks a facilitator through materials, the full five-step run, sample forecasts to model the format, debrief questions, and a real case example of what a recurring “hurricane warning” revealed about one employee's workload.

~90 sec

total time for the check-in round

15–500

participants the format scales to

Low

cost, with setup time close to zero

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Materials and Setup



This is close to the lowest-prep check-in available — everything is optional except the metaphor itself.

- A **shared chat window**, for remote or hybrid teams.
- **Sticky notes**, for drawing forecasts, if desired.
- A **whiteboard**, for tracking morale patterns over time.

Group size runs from 15 to 500 people, cost is low, and setup time is close to zero. The format works across in-person, virtual, and hybrid settings without modification.

Run the Icebreaker



Five steps take the room from a plain agenda item to a genuine read on where everyone stands.

1 Introduce the metaphor

Explain that participants will share one-line weather forecasts describing how they're doing.

2 Model an example first

The facilitator goes first, giving the group a clear sense of tone and length.

3 Go around sequentially

Invite each person to share their forecast in turn.

4 Ask a brief follow-up

When appropriate, ask one short follow-up question rather than turning it into an interview.

5 Transition into the agenda

Move directly into the meeting once everyone has shared.

Sample Forecasts and Debrief Questions



A few example forecasts help participants find their own words quickly.

- “ *Sunny with a chance of afternoon meetings.*
- “ *Thunderstorms rolling in after a rough client call.*
- “ *Heat wave, celebrating a big win.*

Once forecasts are shared, these debrief questions turn them into a conversation:

- Did anyone's forecast surprise you?
- What would turn a stormy forecast into a clear one this week?
- How does knowing a teammate's forecast change collaboration today?

Case Example: The Hurricane Warning



Run consistently, the weather metaphor can surface a pattern long before a status report would.

FROM THE FIELD

One team used this check-in weekly for six months. A quiet employee reported “hurricane warning” three consecutive weeks — revealing that her workload had tripled, information she “wasn’t ready to say directly yet.”

The metaphor gave her a way to signal a real problem before she had the words, or the standing, to raise it directly — and it gave her manager three weeks of warning to notice and ask.

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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.

Want us to facilitate this activity for your group?

Talk with our team about running The Weather Report, or another meeting icebreaker, for your group.

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