

# FOUR EXPERIENCE DESIGN HACKS TO ENHANCE TEAM COLLABORATION



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WORKS**

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These four hacks are ways to drive out the dull and re-engage as a team more deeply, and add less than ten minutes to any meeting or co-working session.

1

### **Start each meeting with a check-in.**

Asking “**What are you bringing to this meeting?**” helps teams feel emotionally attuned to each other, empathetic to the ups and downs of life outside the office, and invites patience if someone isn’t on their A-game. Keep it short—this shouldn’t take more than 10 minutes out of an hour meeting.

For example, in groups of 10, keep it to one minute per person, or groups of 15, one to two sentences is enough to get a sense of where everyone is at. No need to discuss what’s said, or turn it into a therapy session; nodding and eye contact are all you need to show you’re listening and making folks feel heard.

#### **Bonus**

This invites presence, deeper attention, and better communication throughout the entirety of a meeting.

“Immersion” is really just code for cultivating deep attention.

## 2

**Make sure teams change up where they sit (and even where you meet) every time you convene.**

It's easy to sit in the same spot in the corner every week, but this small act of repositioning helps break habitual modes of thinking. Simply changing which chair you put your butt in stimulates you to see in new ways, think creatively, and talk to new people. Being unsettled in this small way activates and encourages us to be conscientious.

**Working virtually?** Ask people to change up their backgrounds, even their home offices. *In experience design, it's essential to make room for the unknown with chance operations.* Break with routine and see things anew!

## 3

**Make it embodied**

Whether you're meeting IRL or online, find ways to call upon your team's whole bodies, not just their brains and hands that are taking notes. Play a song to set the mood and allow folks to arrive mentally to a co-working session or meeting. Do a three minute series of stretches to loosen up.

Don't worry about looking silly—this *invites playfulness and helps teams develop the trust necessary to experiment, which in turn leads to more innovative work.*

Experience design, with its attention and focus on what we feel, is **a call to design for impact, for a higher order of meaning-making**. It frees your team from working to make what's on trend or slick, and to get to the core of what compels you as humans. In order to connect with your experiential intentions and align teams before they begin to collaborate on a project, **host a mini work session where you ask:**

## **“What has moved you in the last week or month?”**

This question allows the group to start to see where there might be values-based alignment in the work they do together, as well as outside the office.

A team member who speaks of walking her ailing mother down the street might clue her co-workers into how she values slowness. Someone else who shares about a transcendent moment seeing a film with nested narratives might indicate their adoration of complexity, rather than reductive stereotypes.

Naming these values unites your ability as a team to stay focused on the impact of what you're collaborating on together.

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