

Lunch and Learn cards for intercultural team building

36 conversation cards that help mixed teams understand how each person likes to communicate, give feedback and work together. Built for a 30 to 45 minute lunch session, in the office or on a video call.

HOW TO PLAY

1. Print the card pages and cut along the dashed lines. Shuffle each colour into its own pile.
2. Sit in groups of 3 to 6. One person draws a card and reads it out.
3. Everyone answers in turn, or the reader picks who goes first. Two minutes per card is plenty.
4. Rotate the reader. Try to draw from each colour at least once per round.
5. In the last five minutes, each person names one thing they will do differently with a colleague next week.

THE FOUR DECKS

Culture swap

Share where you come from, the habits you grew up with and what "normal" means to you.

Communication style

How you prefer to give feedback, disagree, decide and ask for help.

Scenario

A short workplace situation. Talk through how different people might read it.

Reflect

Turn the conversation into one concrete habit for your team.

GROUND RULES

- Speak for yourself, not for a whole country or culture.
- Curiosity first: ask "how does that work for you?" before you compare.
- Anyone can pass on a card, no explanation needed.

CULTURE SWAP

What did a typical lunch look like where you grew up, and who did you eat it with?

1



CULTURE SWAP

Which greeting feels natural to you at work: a handshake, a wave, a hug, or just "hi"?

2



CULTURE SWAP

What's a holiday or celebration from your background that you wish more colleagues knew about?

3



CULTURE SWAP

How punctual is "on time" where you're from: early, exactly on the minute, or ten minutes later?

4



CULTURE SWAP

Teach the group a word or phrase from your language that has no good translation.

5



CULTURE SWAP

What did your first job teach you about how work "should" be done?

6



CULTURE SWAP

Is it normal where you're from to talk about salary, family or politics with colleagues?

7



CULTURE SWAP

What's a gesture or habit that means something different in another country you've lived in or visited?

8



CULTURE SWAP

Who was a role model at work for you, and what did they do that you still copy?

9



COMMUNICATION STYLE

Do you prefer feedback directly and in the moment, or in private and planned?

10



COMMUNICATION STYLE

When you say "maybe", what do you usually mean?

11



COMMUNICATION STYLE

How do you show you disagree in a meeting without making it awkward?

12



COMMUNICATION STYLE

Chat, email, call or face to face: which do you trust most for important news, and why?

13



COMMUNICATION STYLE

Should a manager decide alone, or ask the team first? What feels fair to you?

14



COMMUNICATION STYLE

How long is a polite silence before someone should speak up?

15



COMMUNICATION STYLE

What's the best way to ask you for help when you're busy?

16



COMMUNICATION STYLE

Do you use humour at work? When has a joke landed badly across cultures?

17



COMMUNICATION STYLE

What makes a written message sound rude to you, even if it isn't meant that way?

18



SCENARIO

A new colleague never turns their camera on. What could be behind it, and how would you ask?

19



SCENARIO

Your teammate replies "fine." to a long proposal. Agreement, annoyance or just busy?

20



SCENARIO

A deadline slips and nobody said anything in advance. How would different team members react?

21



SCENARIO

You schedule a team event on a date that's a holiday for one colleague. What do you do next?

22



SCENARIO

One person dominates every meeting while others stay quiet. How could the team share the room?

23



SCENARIO

A client calls a colleague by the wrong name, again. Should you step in, and how?

24



SCENARIO

Your manager praises you in front of everyone, and you feel uncomfortable. How do you tell them?

25



SCENARIO

Half the team works in a second language. What would make meetings easier for them?

26



SCENARIO

Someone joins from a time zone six hours ahead. Which team habits should change?

27



REFLECT

What is one assumption about a colleague you changed today?

28



REFLECT

Which of our team rituals could feel unfamiliar to a new hire?

29



REFLECT

What should be in a "how to work with me" note about you?

30



REFLECT

Name one meeting habit our team should start, and one to stop.

31



REFLECT

How could we make feedback feel safe for everyone on the team?

32



REFLECT

Which colleague would you like to learn more from, and about what?

33



REFLECT

What's one phrase we use internally that newcomers might not understand?

34



REFLECT

How do we celebrate wins, and does it work for everyone?

35



REFLECT

What will you do differently with a colleague next week?

36

