

## Team building tops the list of most-disliked workplace social activities

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Almost one-third (31%) of employees dislike work team-building activities, according to a new survey by workplace expert Acas.

Acas asked employees which work-related social activities or engagements they favoured least. One fifth (20%) said they disliked after-hours drinks, with 19% disliking any social activity with colleagues.

Staff may have preferences for certain types of social engagements and may be uneasy about taking part in some others at work.

Some neurodivergent staff, such as people with autism, could find some activities uncomfortable and may not enjoy certain social situations.

Acas is raising awareness of neurodiversity at work and recently published new advice to help employers create inclusive organisations.

Acas Interim Chief Executive Dan Ellis said:

"Work social activities can be a great way for employers to improve staff morale, wellbeing and rapport among colleagues. Our survey has found that over a quarter of employees like different types of social engagements at work.

"However, it is clear from our poll that certain activities are more popular than others and some employees dislike certain social situations with their workmates.

"The good boss will talk to their staff, find out what team-building and social activities will get everyone motivated and think about different activities that can appeal across the workforce. The secret is to ask, listen, respond and not just assume everyone will enjoy a specific activity, just because one person does."

Employers could talk to their staff to create more engaging activities by asking what appeals to them most from a range of suitable options.

Some staff value their personal time as important in maintaining their mental wellbeing. Ensuring that team-building activities take place within normal hours will protect personal time and avoid excluding staff with parental and caring responsibilities.

Neurodiversity describes the natural differences in how people's brains behave and process information. As well as autism, other well-known types of neurodivergence include ADHD, dyslexia and dyspraxia.

Acas advice is that employers should make their organisation more inclusive, so that staff feel comfortable sharing and talking about neurodiversity.

Being inclusive can help:

- improve staff wellbeing
- reduce absence levels and employee turnover
- attract employees with a wider range of skills and experience
- reduce the risk of disputes and legal claims on discrimination

[Find out more about neurodiversity at work](#)

## Media enquiries

[Contact the Acas press office](#)

## Background notes

1. Acas commissioned YouGov to poll employees in a representative sample of British businesses. The survey was carried out online and the total sample size was 1,052 employees in Great Britain. Fieldwork was undertaken between 16 to 24 January 2025. All figures, unless otherwise stated, are from YouGov Plc and have been weighted and are representative of British business size and region.

2. Participants were asked: What are your least favourite work-related social activities or engagements? (Please select up to 3 options).

The results were:

- regular social events after working hours (for example, meeting up for drinks or group activities) – 20%
- work social clubs or networks – 15%
- team-building activities (for example, workshops) – 31%
- group discussions or meetings – 17%
- one-off special celebrations (for example, birthdays, Christmas, or leaving parties) – 12%
- I do not like any social activities or engagements with work colleagues – 19%
- other – 2%
- don't know – 5%
- not applicable – I like all of the listed social activities or engagements with work colleagues – 26%

3. Acas is the leading authority on workplace relations and dispute resolution in Great Britain. We provide free, impartial advice to employers and employees on workplace rights, rules and best practice. We also provide training and tailored support for businesses that can help them succeed. Acas is a non-departmental public body that is governed by an independent Council made up of employers, employee representatives and independent members.