



4 Unhealthy Online Team Meeting Habits

And how to avoid them.



Our Observation:

Over the past few months, we sat in quite a few client meetings; check-ins, syncs, updates.

And most of the time, we saw these similar four patterns show up. None of them are big, but they slowly cost you engagement.

Here are the **four unhealthy** habits we saw.



Cameras stay off

Especially common in Thai teams, often because meetings are either one-way updates, or there's pressure to "look ready" on camera.

But when cameras are off, leaders lose the room and can't read how people are really feeling.

Our take:

Camera-on should be the *norm*, not the exception.

But that also means being more intentional about who you invite.

If someone in the meeting is only there to receive an update, don't put them in a two-way conversation they don't need to be part of.

Send them the summary afterwards instead.



Meetings start without purpose

Most meetings we sat in on jumped straight into the agenda. No context. No reminder of why this team exists or why this particular meeting matters.



Our take:

Leaders should open every meeting with two things

1. A quick reminder of the bigger purpose the team exists for, and
2. What success looks like for this meeting specifically.

It takes 30 seconds, but it changes the way people engage in the meeting.

The loudest voice gets maximum airtime.

Someone asks a question to the group and the same one or two people jump in, almost every time. Quieter team members learn to stay quiet.



Our take:

Use the chat. When you're gathering input, ask everyone to type their answer into the chat first, before anyone speaks. Give it 45–60 seconds. Then open the floor. It makes the process more democratic.

Try this :

Next time you ask a question to the group, say

"Before anyone speaks, drop your first thought in the chat."

Then read a few out loud before discussion opens.

Meetings end flat.

Most meetings we saw just stopped. After the last agenda item covered, "okay, thanks everyone," call ends. No close, no reflection, nothing that lingers.

Our take:

Don't let a good meeting end on autopilot. Close with intention.

Try one of these:

- Share one or two high moments from the meeting – a good idea, a breakthrough, a moment someone showed up well
- Publicly appreciate someone (or the whole team) for something specific
- Ask: *"What's one thing you learned about a colleague today?"*
- Go around or use chat feature and ask everyone for one word that describes what they appreciate about the team right now



“Great things happen with intetion.”

– Victus People



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