

LEADERS FOR LEADERS

Building Team Trust

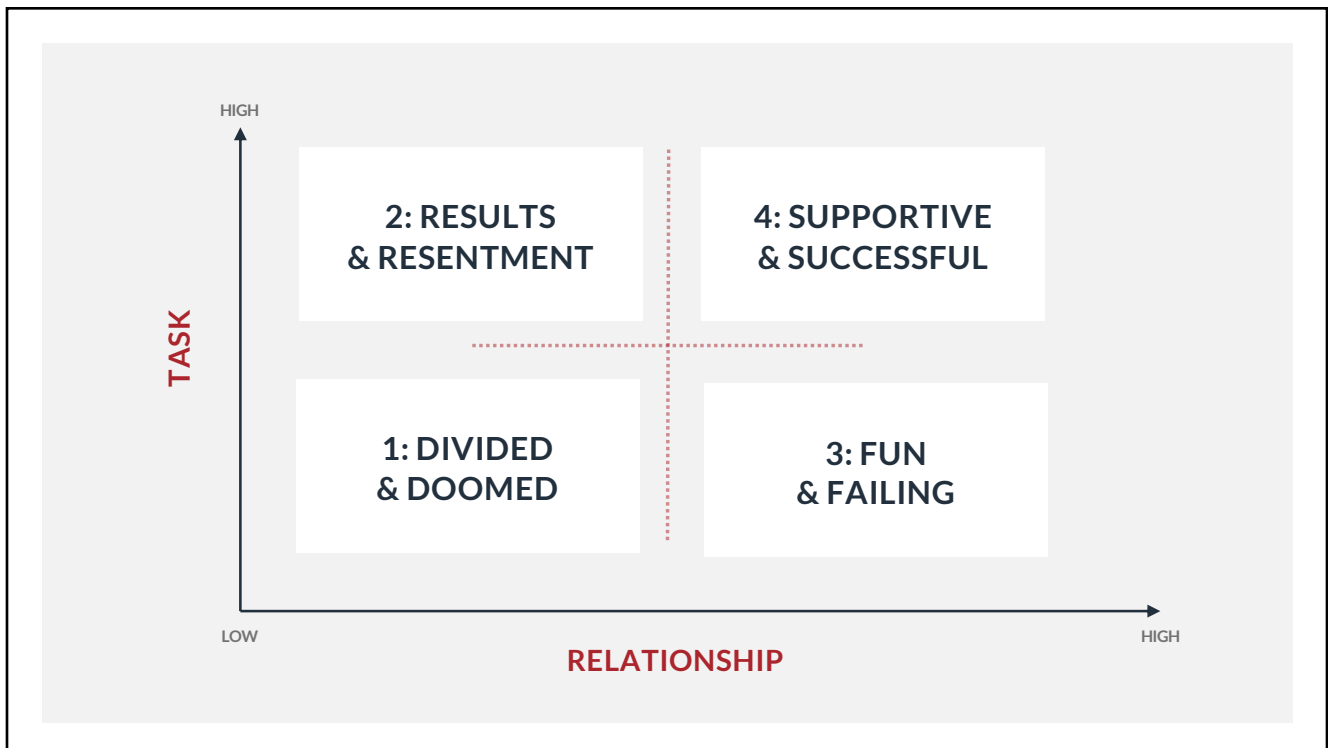
Focus on tasks AND focus on relationships.

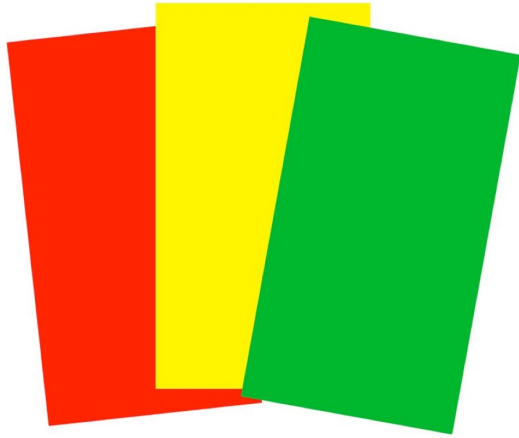


BREAKOUT

- What strengths does your style bring to the team?
- If you overdo your style, what negative results might you experience?







PARTNER BREAKOUT

- **PERSON 1** - choose the colour you are comfortable with
- **PERSON 2** - ask person 1 any question from that list of questions
- Switch!

GREEN

1. If you could experience any TV show as your real life, which show would you choose? Why?
2. What is your favorite holiday of the year? Why?
3. If you were stranded on a deserted island with no possibility of escape, what three personal possessions would you want to have with you?

YELLOW

1. Who has been one of the most influential people in your life?
2. Tell of a time when you made a very important decision?
3. What is the best piece of advice you have ever gotten?

RED

1. What is one of your fears for the year ahead?
2. What is something that you wish your friends or family better understood about you?
3. What is the most rewarding thing you have done for someone else?

LEVEL ONE QUESTIONS

General Traits - occupation, hometown, family status

- What was the highlight of your day?
- Working on anything exciting these days?
- Have any fun plans coming up this weekend/vacation/holiday?
- **BONUS:** How's (hobby/family member/project)? (you need to remember a moment that lit them up in the past)

LEVEL TWO QUESTIONS

Personal Concerns - goals, worries, values, motivations, personality

- What's your biggest goal right now?
- Are you learning anything right now?
- What's been weighing on your heart and mind? And can I help you with anything?

LEVEL THREE QUESTIONS

Self-Narrative- the story we tell ourselves about ourselves

- How do you feel misunderstood?
- What's something that most people don't know about you?
- What forces shaped your personality and made you who you are?
- Who's your hero?
- What's the proudest moment of your life?



BREAKOUT

1. Does our team have the level of **psychological safety** and **trust** needed for success? How could we focus on **relationships** to improve in this area?
2. Is our team focused enough on **task accomplishment** and **full engagement**? How could we use the **Gallup – 5 Key Questions** to improve in this area?

GALLUP ENGAGEMENT

5 Key Questions

1. Do I know what is expected of me?
2. Do I have the materials and equipment required for success?
3. Do I have the opportunity to leverage my strengths?
4. Are my co-workers committed to doing high-quality work?
5. Can I constantly assess if I/we are winning or losing?

Learning Commitment

Putting learning into action.



MAIN POINT TO REMEMBER ABOUT THIS TOPIC

WHAT CAN I START, STOP, OR CONTINUE DOING IN THE
NEXT 30 DAYS TO PUT MY LEARNING INTO ACTION?

WHAT DO I FEEL MIGHT GET IN THE WAY OF HELPING
ME ACHIEVE THIS COMMITMENT?

WHAT IMPACT WILL THIS COMMITMENT HAVE ON
MY LEADERSHIP EFFECTIVENESS?



leadersforleaders.ca/newsletter/



[@leadersforleaders.ca](https://www.instagram.com/leadersforleaders.ca)



[@timarnoldleadership](https://www.youtube.com/@timarnoldleadership)



[timarnoldleadership](https://www.linkedin.com/timarnoldleadership)