

BUILDING TRUST ON A TEAM

Trust is essential to behaving as a healthy team. Teams often assume trust is present when in fact it must be cultivated and intentionally built. There are two types of trust, predictive trust and vulnerability based trust. The latter is the truly crucial component needed to make your team healthy.

Predictive Trust

Team members can predict one another's behaviors based on experience and time spent working together.

Vulnerability Based Trust

Team members are genuine and honest with one another. They are able to admit mistakes and weaknesses, seek help, and receive feedback without growing defensive.

PERSONAL HISTORIES EXERCISE

A simple and quick way to develop trust is to give team members an opportunity to demonstrate vulnerability in a low-risk way and help them understand one another. This helps team members avoid false assumptions about each others' behaviors and intentions.

Beginning with the leader, give each team member time to share their answers to the following questions.

1. Where did you grow up?

2. How many siblings do you have and where are you in the birth order?

3. Describe a unique or interesting challenge or experience from your childhood.

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