The Art of Teamwork
Toolkit

Trust and vulnerability
Thought starters

Worksheets:

Recognize/reward
10-15 min

Reflect on the conditions that enable you
to be open and honest with the team.

Common connections
15-20 min

Open up and find new points of connection
across the team.

What are trust and vulnerability?

The components of emotional safety that enable interpersonal risk-taking in teams.

Trust is earned over time.

When teams are able to establish trust and give each other permission to be vulnerable with each other, everyone feels safer and more comfortable taking risks in service of the team.

More like:

Meeting your team members where they are to build a relationship.

Less like:

Trust falls and diving into the deep end on day one.

Vulnerability is about being open, not feeling exposed.

More like:

Sharing what you are comfortable sharing.

Less like:

Sharing every single detail of your life.

Worksheet

Recognize/ reward

Reflect on the conditions that enable you to be open and honest on the team.

Understanding when you feel most recognized and when you are discouraged can help to identify how and when you open up with your team.

What actions and behaviors get recognized/rewarded at work? Think of particular moments where this occurred.

What actions and behaviors get discouraged at work? Think of particular moments where this occurred.

Dig deeper. Your responses may help you realize the aspects of your job that make you feel more comfortable at work and what aspects of your job create discomfort.

For each scenario you identified, think about:

- What are the facts that happened in these situations?

- What were your particular feelings/perceptions?

- What aspects of your job (work culture, team environment, previous events, leadership) contributed to these feelings?

- For each of the scenarios you identified, how do you think these experiences have shaped your behavior and influenced how you show up at work?

✏️ **Worksheet**

Common connections

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Open up and find new points of connection across the team.

Reflect on the following questions. Consider surfacing things about yourself that your team may not know about you. Share what feels comfortable.

I secretly nerd out on…

Joys of mine are…

If I could learn a new skill it would be…

✏️ **Worksheet**

Common connections

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Now, reflect on these questions. Again, consider how the responses to these questions might help you find new partners to encourage your learning.

At work, I wish I was better at...

I would love tips on...

If I had a magic wand, I'd change this about my working style...

✏️ **Worksheet**

Common connections

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Finally, consider how members of your team might help you grow in the areas you identified. Also, consider how you can help other people's growth.

Ways that I can offer help to the team:

**Who might help me on the team?
How might I go about asking for help?**

Conditions: When have I felt comfortable asking for help on the team? Why?

Conditions: When have I felt uncomfortable asking for help on the team? Why?
(Such as: "Team is busy, culture of excellence, siloed")