

Tool for Building Connection & Trust in Growing Teams

Highly Self-Aware Teams



Building Connection Through Shared Stories

Goal: Help team members see each other's journeys and build deeper trust as your team grows..



Why this Tool: When a new person joins your team, you don't become "the old team plus 1."

You become a completely new team with new dynamics, new possibilities, and new relationships to build.

This exercise helps everyone (new and existing members) share their story in a simple, meaningful way.

When you understand where people have come from, you build trust faster and work together better.

How it Works



For each stage below, choose ONE word that describes who you were or how you felt at that time.

1. When you were a child

2. When you were a teenager

3. You started
your first job

YOU

4. When you face a big
challenge at work.

5. You now...

Team Sharing

Sit in a circle. Each person shares their six words and briefly explains what each word means to them.



Some Ground Rules

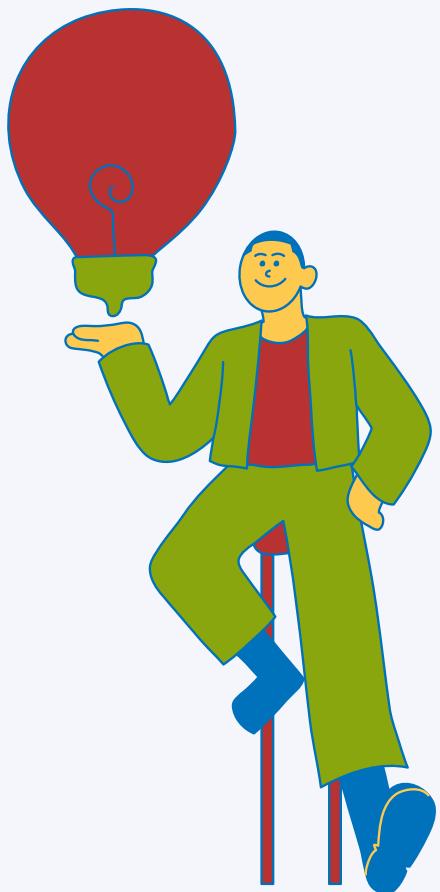
- ◇ Listen without interrupting
- ◇ No judgment, just curiosity
- ◇ Ask questions to understand, not to challenge
- ◇ What's shared stays in the room

Reflect Together



After everyone has shared, discuss:

- ◆ What surprised you about someone's journey?
- ◆ What commonalities did you notice?
- ◆ How does understanding each other's journeys change how you see the team?



Why This Builds Trust

When you share where you've been, others see you as a whole person not just a role. This vulnerability creates psychological safety and helps new team members feel they belong from day one.

Remember: Every time someone new joins, you're not adding to the old team. You're creating a new team together.

“Nobody cares how much you know, until they know how much you care.”

- Theodore Roosevelt

