



# Tool for Building Connection & Trust in Growing Teams

Highly Self-Aware Teams



# Building Connection Through Shared Stories

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**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

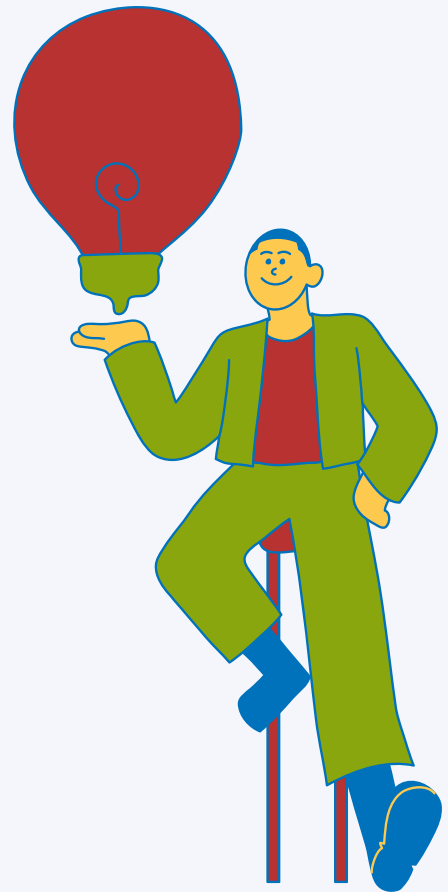
- 🔹 Listen without interrupting
- 🔹 No judgment, just curiosity
- 🔹 Ask questions to understand, not to challenge
- 🔹 What's shared stays in the room

## 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



VICTUS  
PEOPLE