



Tool for Building Trust & Psychological Safety in Teams

Highly Self-Aware Teams



Building Trust & Psychological Safety

Goal: Help team members arrive with focus and feel connected to the group.

Why this Tool: Meetings are among the most consistent and influential touch points in team life. When brief, meaningful rituals are introduced at the start and/or end of meetings, they help create emotional continuity, increase psychological safety, and reinforce shared values.

By intentionally co-designing a small set of opening and/or closing rituals, teams can create predictable moments that cultivate presence, connection, and purpose.

This tool draws on **Martin Seligman's PERMA** model (Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment) as a wellbeing framework.



STEP 1

Identify Key Team Needs Using the **PERMA** Model

PERMA Domain	What it Brings into Meetings	What it Strengthens Over Time
Positive Emotion	Joy, appreciation, lightness	Openness, morale, emotional resilience
Engagement	Focus, presence, energy	Attention, flow, mental clarity
Relationships	Recognition, trust, belonging	Safety, connection, collaboration
Meaning	Shared values, purpose, reflection	Direction, alignment, motivation
Accomplishment	Progress, learning, celebration	Confidence, momentum, growth mindset

STEP 2

Design an Opening Ritual



Opening Ritual Ideas by PERMA Domain

PERMA Domain	Sample Ritual	Description
Positive Emotion	What Went Well	Each person shares a recent success, joyful moment, or gratitude.
Engagement	One-WordCheck-In	Say one word that reflects your current energy or mindset.
Relationships	Shout-Out	Acknowledge a teammate for something they contributed or supported.
Meaning	Purpose Pulse	Share a value, quote, or brief reflection on whythe meeting matters.
Accomplishment	Micro-Win Round	Everyone names a recent small win or stepforward.

STEP 3

Try the Ritual



Use ritual consistently for the next 3 to 5 meetings to let the group settle into the rhythm and begin noticing their impact.

Try to;

- Keep rituals under 5 minutes. Use a timer if helpful.
- Use visuals or slides to support remote participation.
- Invite different team members to lead the ritual each time to build shared ownership.
- Encourage participation, but keep it optional, people can opt in when they feel ready.

STEP 4

Reflect and Adjust



After your team has used the ritual for several meetings, take time to reflect together.

Use these prompts to guide the reflection:

- What felt meaningful, energising, or awkward?
- Did we notice any shifts in focus, connection, or energy?
- Is there anything we'd like to adjust, add, or stop doing?

Remind the team that rituals don't need to stay fixed.

They're meant to grow with the group. Small changes, like adjusting the prompt, timing, or who leads, can help rituals stay fresh and useful.

You can return to the PERMA model if you'd like to explore other areas of wellbeing or new types of rituals that better support where your team is now.

