

ERIC TERMUENDE

BUILDING TRUST ACROSS OUR TEAMS

The foundation of any great team is a deep sense of trust. To build enhanced trust, it is important that we exhibit courage, vulnerability, and openness. After all, sometimes the best way to receive trust from those around us is to give it first.

For this exercise, take as much as 10 minutes per person, with an additional 5 minutes for questions and comments after sharing is complete. The senior-most person in the room should begin first. When everyone has shared, allow for up to 30 more minutes to reflect on the exercise, what you learned about the people around you, and what the next steps might be. Ensure actions following the exercise are timely, concrete, and easy to do.

4Hs

<h4>Heroes</h4> <ul style="list-style-type: none">- Who?- Why?- What is the story?	<h4>Heartbreak</h4> <ul style="list-style-type: none">- Who?- When?- What is the story?
<h4>Hopes</h4> <ul style="list-style-type: none">- What do you dream about?- What is the timeline?- How is it going to happen?	<h4>History</h4> <ul style="list-style-type: none">- Where are you from?- What got you here?- What have you learned/overcome/achieved to be where you are today?

