



DBEQ Team Trust™ \$29.95

Don't have the budget for a full team development session but still need a way to enhance trust? DBEQ Team Trust™ is a quick, yet effective approach to building team trust. It is a powerful tool, complete with instructions, for conducting a dialogue about what a team needs to do to develop trust and can be facilitated during team meetings.

Here's how it works.

There are six *Team Trust Categories*, each having three attributes related to team trust. Each attribute has relevant questions to get the conversation started and suggestions for how to approach the discussion.

Simply pick a category and an attribute, pose one or more of the questions to the team and allow 20-30 minutes for discussion. If you need ideas for how to approach the discussion, use the suggestions provided.

The *Team Trust Categories* are:

Team Culture	We are all in this together; we are working toward common goals.
Intention	We have collaborative intentions rather than competitive ones.
Integrity	We do the right thing for the team's success, not just our own.
Communication	We are open and honest in our conversations with no hidden agendas.
Emotional Safety	We make it safe for team members to be open and honest and we support each other in successes and failures.
Competence	We strive to always be developing our skills and demonstrating results.

Because each of these *Team Trust Categories* has three associated attributes you can discuss, you can have **18 different conversations** around how to build more team trust. If you add these to your monthly team meetings, you have a year and a half worth of trust building!

Additionally, to get the most out of these sessions, we recommend that you encourage team members to create a simple action plan around the team trust attribute discussed in each meeting and focus on that plan until the next meeting. They can report on their progress and share success stories.

Buy DBEQ Team Trust™ and get your team on track to better trust today!

Sample Discussion

Instructions:

Allow 20-30 minutes for discussion.

Set the stage by stating that team trust has several aspects, including Team Culture, Integrity, Intention, Communication, Emotional Safety and Competence. Have a slide or a flip chart with these listed for ease of reference. The goal is to demonstrate trust in all aspects and the starting point is getting everyone on the same page as to how that is done.

Share that the focus of today's team trust building discussion is **Competence**. Display the definition of competence as listed below on a flip chart or slide and then display the **Team Trust Attribute**.

Facilitate a discussion around how to demonstrate this attribute by using the **Questions for the Team**. Or make up your own.

Note: It is important to create a positive and safe atmosphere for these discussions. Keep the focus on how the team as a whole can improve, not individuals.

Competence	
We strive to always be developing our skills and delivering results.	
Team Trust Attribute	Questions for the Team
We learn from our past successes and mistakes.	What process do we use to review completed projects and look for ways to improve? What gets in the way of doing project reviews?
Suggestions	
Compare two recent projects. Explore what made them successful, what cost extra time and resources, how trust played a role in success and how team members can use trust to streamline or improve the process.	