

Worksheet

The Edge Team Training

Module 1 – Session 4

Creating a Circle of Safety.

Review the Habits that Build Trust. Ask each team member to select two items they would like to see become part of the culture.

Step 1. Habits that Build Trust

Please pick two per team member.

EXERCISE 1.

Which of these habits would you like to adopt in building trust in your team?

- *We always speak about others as though they are in the room*
- *We actively protect those who are not in the conversation (who cannot defend themselves)*
- *We do not trade in negative inferences*
- *We show appreciation with precision*
- *We give negative feedback with a kind tone (with examples)*
- *We receive negative feedback with a sincere "Thank you. I appreciate that"*
- *When we have an issue with someone, we go to the person, and if that fails, we complain up, not sideways.*
- *When someone makes a mistake, we correct them gently with their growth in mind*
- *We proactively admit our own mistakes and report it first and fast. (Good news travel fast – bad news travel faster)*
- *We never add a personal pronoun to a negative – for ourselves or others*

Step 2: Pick two habits

Pick the two habits you would like to install in your culture this month.

EXERCISE 2.

1. _____

2. _____

Step 3: Make it Permanent

Have team members give these two habits a name or language you can make permanent in your culture.

1. _____

2. _____

3. Feel free to send this video to each team member:

Simon Sinek – Circle of Safety.

<https://www.youtube.com/watch?v=ImyZMtPVodo>