

Worksheet

The Edge Team Training

Module 3 – Session 1

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. Ten Habits that Build a Trust Culture

EXERCISE 1.

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

1. **"Present or not, respect a lot"** – We always speak about others as though they are in the room
2. **"Shield those who can't shield themselves"** – We actively protect those who are not in the conversation who are not there to protect themselves
3. **"No inferences, just facts in action"** – We do not trade in negative inferences
4. **"Praise with precision"** – We show appreciation with precision
5. **"Feedback with care shows how much you care"** – We give negative feedback with a kind tone with examples
6. **"Thank you first, defense last"** – We receive negative feedback with a sincere "Thank you. I appreciate that." Leave defense for later
7. **"Up not sideways – keep trust airways"** – When we have an issue with someone we go to the person and if that fails we complain up not sideways.
8. **"Gentle correction builds connection"** – When someone makes a mistake we correct them gently with their growth in mind
9. **"Good news travels fast, bad news travels faster"** – We proactively admit our own mistakes and report it first and fast.
10. **"Drop the 'you' and 'I' when things go awry"** – 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>