



Resilient Teams™ Toolkit

BELIEFS





TIME NEEDED (approx. 5 minutes per person)

- 3 minute** introduction
- 5 minute** thinking time
- 5 minutes** per person
- 5 minute** feedback and wrap



MATERIALS

Brought 'items'
See background & set up

PURPOSE

To help people 'connect' in a much deeper way. All too often team mates are seen as job roles or functions, for example, the sales or marketing guy, the engineer or HR specialist. The Beliefs exercise helps people go way beyond stereotypes and learn some fundamental truths about the people they work with.

BACKGROUND & SET UP

Before your meeting, email the team with a request asking them *"to bring an item that has some personal significance to you, or that you have some sentimental attachment to. This might be a piece of jewelry or clothing, a photo, a certificate or another type of keepsake. Anything really, as long as it has some value— not necessarily monetary— to you."* If someone replies they have no item or they aren't sentimental ask them what they would save in a fire (not children, partner/spouse)

- 1 Start the exercise by explaining that you want everyone, in turn, to share their object with the group. **They should describe what the object is, why it is significant to them, and also how they are like the object they brought.**
- 2 Ask participants to listen attentively to each other, to think about what they brought and what it shows about what they believe. Have them put their object in a central area so all the objects sit together after everyone has shared. Sometimes people like to touch or feel an item, or, if you are in a large group, hold the item so they can see it better.
- 3 After everyone has spoken, take a few minutes to recap what each person shared and ask for feedback. You can ask for specific feedback on any



similarities and differences. Its also helpful to bring the exercise back to the team by asking, 'how might these items define or describe what this team cares about?'

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Have some ideas of your own to kick the conversation off. You can close the exercise by saying, *'What we care about and what we believe grounds us and makes us more resilient, sharing what we believe makes this team stronger. When we explained why our item was important to us we described a deeply held belief. Any feedback on the exercise before we move on?'*