

Team Building – Personal History Exercise

Purpose:

To improve trust by giving team members an opportunity to demonstrate vulnerability in a low-risk way and to help team members understand one another at a fundamental level so that they can avoid making false attributions about behaviours and intentions. This exercise is typically the first small step teams take to start developing trust.

Instructions:

Go around the table and have everyone answer three questions about themselves.

1. Where did you grow up?
2. How many siblings do you have and where do you fall in that order?
3. Please describe a unique or interesting challenge or experience from your childhood.

Time required:

15–25 minutes

Debrief:

Ask team members to share what they learned about one another that they didn't already know. This reinforces the purpose of the exercise and allows for a natural ending to the conversation.