Atlassian - Demo Trust

Build trust and psychological safety within your team through structured sharing and vulnerability exercises. Based on Patrick Lencioni's Five Dysfunctions of a...

H HOW TO RUN

1 Step 1: Set expectations (5 min)
- Explain the importance of vulnerability for team trust. Establish confidentiality agreements.

2 Step 2: Personal histories (10 min)
- Each person shares: Where they grew up, number of siblings, unique childhood challenge or experience.

3 Step 3: Professional journey (10 min)
- Share first job, worst job, and dream job (if not current).

4 Step 4: Working style preferences (5 min)
- Discuss individual preferences for communication, feedback, and collaboration.

O OBJECTIVES

- › Increase team trust and psychological safety
- › Encourage vulnerability and openness
- › Build stronger interpersonal connections
- › Create foundation for healthy conflict and collaboration

M MATERIALS

☐ Comfortable space

P PARTICIPANTS

4-8

F FACILITATOR NOTES

REMEMBER
- Lead by example - go first and be genuinely vulnerable.
- Respect boundaries - do not push for more than people are comfortable sharing.
- Follow up with team charter or working agreements.