

5 Trust-Building Activities Every Team Can Use Tomorrow

One activity for each pillar. Run them with your team, staff, students or organisation.

Ground Yourself · Spark Curiosity · Build Belonging · Align the Collective · Move What Matters

01 GROUND YOURSELF

One Word Check-In

"What's one word that describes how you're arriving today?"

How: Go around the circle. Each person shares one word, no explanation needed. Gives leaders an instant read of the room.

Why it works: Grounded leaders respond rather than react. How we show up influences how we lead.

02 SPARK CURIOSITY

The "What If?" Challenge

"What if there were no limitations at all? What would we try?"

How: Small groups brainstorm for three minutes. No judging, no evaluating. Then: "Which idea has one tiny piece we could actually test?"

Why it works: Curiosity creates movement, shifting teams from problem-focused to possibility-focused thinking.

03 BUILD BELONGING

The Common Ground Challenge

Find five things everyone in the group has in common.

How: Groups of 4–6. No obvious, work-related, or appearance-based answers. The deeper and more surprising, the better.

Why it works: Belonging grows when people realise they're more alike than they thought. Connection beats job titles.

04 ALIGN THE COLLECTIVE

The North Star Wall

"At our best, we are a team that..."

How: Everyone completes the sentence on a sticky note. Post them on a wall, find the themes, then write one shared team statement.

Why it works: Alignment happens when people help create the direction. People support what they help build.

05 MOVE WHAT MATTERS

One Brave Step

"What's one action I can take in the next seven days that would make the biggest difference?"

How: Not ten actions. Not a plan. One action. Share it with a partner and commit to following through.

Why it works: Leadership is measured by action, not intention. Small steps create momentum. Momentum creates change.