

Connection Exercise

INSTRUCTIONS: Meet with each member of your team. Use this as a guide, improvise and edit to fit you, your team, and environment. This exercise helps to get know your team members better, builds deeper relationships and trust which enables you to achieve better outcomes.

PERSONAL:

Share a few more things about you that I may not know.

- What do you like to do in your downtime?
- Favorite sport/team to root for?
- Hobbies
- What's on your bucket list?
- What type of music do you like?
- What type of book(s) do you like?
- Do you have any hidden talents?
- Do you have any pets?

PROFESSIONAL:

- What's going well in your role? Any wins this week?
- What challenges are you facing?
- What energizes you at work? What drains you?
- What is the number one value that you bring to our team?
- What are your career aspirations?
- What can I do to be a better leader? To help you be more effective/satisfied in your role?
- How do you like to receive communications & new assignments?

SHARE WITH EMPLOYEE:

- Share a few things about your personal life and interests.
- Share the things you appreciate about them and their contributions.
- Discuss how their work contributes to your success, the success of the team, and the broader organization.
- Let your employee know the best way(s) to communicate with you.

