

### Building Trust in a Team: A Process Over Time *Specialty Track 1*

<b>AUTHOR(S):</b>	Daniel Shore
<b>TOPIC (S)</b>	Team Building, Group Dynamics
<b>SUMMARY</b>	In order to be effective, the members of a team first need to establish a strong sense of trust among members. At camp, though, it can be difficult to find the time to build and maintain this trust without a clear method in place, so in this session participants explore proven tools and techniques for developing trust.
<b>GOALS:</b>	Participants will feel confident in their ability to build trust in a team. Participants will be able to facilitate team exercises to build trust. Participants will understand that building trust is a process that develops over time.
<b>AUDIENCE:</b>	15-25 participants, 18+
<b>TIMING:</b>	Specialty Track - 75 minutes
<b>APPENDICES:</b>	Appendix--Shore_SpecialtyTrack1
<b>MATERIALS NEEDED:</b>	Appendix only--see above (share a link to a non-editable version of the Google Doc and have each team make a copy for themselves)
<b>SET-UP DETAILS:</b>	If in person, a large room with enough tables to accommodate teams of 4-6 team members.

### SESSION TIMELINE

#### Session (75 minutes) -- Swift Trust

- 00:00-00:10 Phrase Craze
- 00:10-00:25 Introductions
- 00:25-00:30 Ma Nora HaMakom Hazeh (breathing, centering): **Emunah**
- 00:30-00:55 Dream Vacation
- 00:55-01:05 Discussion: Reflections on the Experience
- 01:05-01:15 Discussion: Expectations Around Expectations & Trust

### SESSION OUTLINE:

00:00-00:10 Session leader explains the guidelines to Phrase Craze (see Appendix), does an example with two participants, and then splits the group up into teams of 3 (2 or 4 for one group if needed based on numbers).

00:10-00:25 Session leader introduces the session topic and ABC's for the session, connects the opening activity to the topic, and leads the group in a round of introductions (name, pronouns, camp, favorite group activity at camp). Session leader also emphasizes the concept that the session itself is a model for how they can run the same or similar sessions at their camp.

00:25-00:35 Session leader facilitates a quick breathing/centering exercise and brief group learning session/discussion connecting teamwork with the concept of Emunah by using the following points and prompts while reading the room:

- **Teaching:** "Emunah" is often translated as "faith"
- **Teaching:** "Emunah," however, is about having "faith in" rather than "faith that"
- **Discussion Question:** How do you think the difference between those two relates to teamwork?

00:35-00:55 Session Leader explains the guidelines for the first and second part of the Dream Vacation experience, and then sends participants back into their original teams from Phrase Craze. Halfway through, the session leader checks in with the teams to ensure they move on from the first part of the experience (the travel team charter) and begin part 2 (planning their vacation).

00:55-01:05 Session leader facilitates a group dialogue using the following prompts and reading the room:

- How was your experience in Phrase Craze and Dream Vacation?
- What worked well for your team?
- What was challenging for your team?

01:05-01:15 Session leader facilitates a reflective group dialogue using the following prompts and reading the room:

- What is the difference between “Expectations” and “Expectations Around Expectations”?
- How does this difference relate to Trust?
- How can we bring these concepts back to our camp rooms and camp?

### BRINGING IT BACK TO CAMP & SHIFTING TO IN PERSON:

In order to best adapt this program for in camp use I would suggest:

- Be sure to have good workspaces and surfaces for teams to use as they plan, work through decisions, and write down their ideas
- With more time, you could have two teams try and combine their vacations and debrief that experience separately from working just with their own team