

Activity: Triads of Trust

Summary: This is a strategy for deepening relationships and building trust and truth during meetings online or in person. If there are both adults and youth in the group, aim for a ratio of two youth to one adult.

Whole Group

Before breaking into triads, share the following ground rules:

- Maintain confidentiality
- Listeners do not interpret, paraphrase, analyze, give advice, or break in with a personal story
- The speaker does not criticize or complain about a team member during their time to talk

Share 1-2 prompts for triads to consider. Examples:

- *Where is a space you can show up and be your most authentic self? What does this space sound like, look like, and feel like?*
- *How are you feeling about _____?*
- *Share a rose and a thorn from your week (something positive and something not so good).*
- *What is it like to be you right now?*
- *What's something you would not know about me by simply looking at me? Why is that important to know?*

Triad Groups (10 min.*)

- Break into triads.
- Each person introduces themselves.
- Each person shares for up to three minutes.
- Choose a timekeeper.
- Offer each other affirmation and gratitude for what you've heard.

*You can increase the amount of time. We suggest no less than ten minutes for this activity.

Whole Group Debrief

- How might triads of trust contribute to creating spaces of trust, care, and truth?
- How might we continue to use triads of trust in our group? Any modifications?