

Activity: Triads of Trust



Purpose

To create stronger, more trusting relationships among students and adults. This can be utilized as a strategy in a variety of facilitated activities.



Audience

This activity can be used within groups of any size and can be done with youth and adults. Try to stick with small groups of three but if there is an odd number of people you can have one group of four.



Suggested Time

5-20 min



Materials

Beyond discussion prompts, no materials are needed for this activity.



Pre-Work

It's okay to have participants group up on their own but with students and adults we suggest having 2 students for every 1 adult in triads. The remaining adults can form groups of three if there aren't enough students.

Topic (minutes)	Details
Introduction (2 min)	Share the following norms with the whole group: <ul style="list-style-type: none"> • 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
Launching the triads (5 min)	Share 1-2 prompts for triads to consider. Examples: <ul style="list-style-type: none"> • 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?

Topic (minutes)	Details
Triads (10-20 min)	<ul style="list-style-type: none"> • 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. <p>*You can increase the amount of time. We suggest no less than ten minutes for this activity.</p>
Whole group debrief (5 min)	<ul style="list-style-type: none"> • 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?



**Follow
up**

Groups can continue returning to the same triads of trust as a way to build strong bonds among participants. Groups can then rotate triads after participants have had time to share several times with each other.

Consider reflecting on the norms and listed process to ensure the structures are helping establish strong triads of trust. Adjust as needed.