

## Trust-Building Exercise

**Define:** How Do We Develop Long-Lasting Relationships Among Our Staff?

**Purpose:** To identify the amazing things happening in our school by building on and recognizing strengths, envisioning future hopes, creating steps to achievement, and monitoring progress.

**Staff Meeting 1 Directions:** Please respond to the following questions by writing a list of no more than ten words or phrases for each category. The leadership team will be collecting your responses for future work.

- **Discover:** When we have been at our best developing long-lasting relationships among our staff, what were we doing?

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- **Dream:** What would long-lasting relationships look like among our staff? What is your hope for our school when you think of developing long-lasting relationships?

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**Staff Meeting 2 Directions:** After looking at the compiled themes, please respond to the following questions by writing a list of no more than ten words or phrases for each category.

- **Design:** What do you believe are the best ways for our school to build trust with one another? How can we make this a reality?

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- **Destiny:** How can we use our staff's strengths to fulfill our dreams of developing long-lasting relationships among our staff? How will we know we are reaching our goals?

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*Source: Adapted from Stavros, J. M., Godwin, L. N., & Cooperrider, D. L. (2016). Appreciative inquiry: Organization development and the strengths revolution. In W. J. Rothwell, J. M. Stavros, & R. L. Sullivan (Eds.), Practicing organization development: Leading transformation and change (4th ed., pp. 96–116). Hoboken, NJ: Wiley.*