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**Team Building**

# Foxhole Teammates

## Building Trust - 20 min

### The Obstacle

- Personal confidence & resolve
- Unwillingness to speak up
- Too worried about others opinions
- Superficial or fake
- Trying to please everyone
- Unclear purpose and motivation

### The Delivery

Discussion &amp; Reflection



### The Way

Introduction

- Ask: What is a foxhole and why does trust matter?
- Ask: Who on the team do you trust the most?

Lesson

- Draw a circle on a piece of paper. Write your name inside the circle at 12 o'clock, the top.
- The most important person in a foxhole is the one behind you because you can't see anything in that direction. You must have 100% trust in them. At the bottom of the circle, 6 o'clock, write the name of the person you trust the most.
- The next 2 positions, at 3 o'clock and 9 o'clock, are equally important. Write the names of the other 2 most trusted people in those places in the circle.
- This is your foxhole - you can apply it to your team, your family, and your friends. By identifying these people we clearly know whose opinions should matter to us.

### The Follow-up

1. Send these people an email, text, or letter letting them know they are in your foxhole and how important they are to you.
2. Score this with our team by giving the 6 o'clock position 5 points and the other positions 2 points. Add up the totals for each person and share the results with the team. This is great feedback for a few reasons: 1. It provides confidence to those appearing in the foxholes of multiple teammates; 2. It provides clear feedback to those not appearing that they need to change some behaviors in order to be fully trusted.