

**Blue Collar Grit**[www.bluecollargrit.com](http://www.bluecollargrit.com)

bluecollargrit@gmail.com

**Team Building**

# Square Squad

**Building Unified - 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: Do you care what people think? Should you care what people think?
  - This discussion will likely begin with the team saying they do care what people think, but they shouldn't. By asking further questions, the leader can easily get to the understanding that we should care what **SOME** people think.
- Ask: So whose opinions should matter to us?

Lesson

- Draw a 1 inch x 1 inch square on a piece of paper
- Write the names of all the people that fit all of the following criteria inside the square:
  - Care about me regardless of how well I perform or if I even perform at all
  - Would pick me up at 3am if my car broke down no matter how far away it was
  - Tells me the truth whether I want to hear it or not
  - Is someone I can talk to about anything without feeling judged
- Spend a few minutes thinking intentionally about people outside your square that you often catch yourself listening to. Write those names outside the square also

**The Follow-up**

1. Send these people an email, text, or letter letting them know they are in your square squad and how important they are to you.
2. Allow each team member to share who is in their Square Squad with the rest of the team