Blue Collar Grit
www.bluecollargrit.com
bluecollargrit@gmail.com

Team Building

Hot Seat

Building Trust - 15 min

The Obstacle

- Individual over team goals
- Avoiding conflict
- Marginal commitment & effort
- Not valuing teammate's contributions
- Managing status
- Negative attitudes & body language

The Delivery

Discussion & Reflection

The Way

Introduction

- What do you want to know about your teammates?
- Set guidelines as to what topics are off limits.
- Encourage complete honesty by setting the expectation that all answers must stay within the group.
- Team leader should go first.

Lesson

- The team member in the Hot Seat answers a barrage of questions for 2 minutes. Questions should come quickly and be answered with no filtering or consideration - say the first thing that comes to your mind.
- Whenever 1 player finishes, the next player can go.
- Leaders will need to provide questions when team members hesitate or fail to provide them as well as redirect if inappropriate.

The Follow-up

1. What did you learn about a teammate that you didn't know before?