

# Questions to Build Trust and Team Success



**THE COURAGE  
OF A LEADER®**  
INSPIRE, ENGAGE AND GET  
EXTRAORDINARY RESULTS

Trust and success within a team is built on personal connection.

When we don't make personal connections, the work becomes too transactional. Then Maria is just this person ping-pong me to do things, she's not a person that I know and respect and think, "Maria coaches her son's sports team. She's committed to developing her team in important ways. She's great and I want to support her work and help her out." Without personal connection, we risk not taking the time with each other to understand what's needed and what others plan to do with our deliverables, not trusting enough to negotiate priorities, and not discussing the nuances of the work.

If there's resistance to making personal connections, tie it to the work with questions like these:

- What are your strengths?
- What are your values and how does that show up in your work?
- What's important to you about what we're working on?
- How do you approach and think about the work?
- How can we leverage each others' strengths?
- What are you most excited about with this project? Most concerned about?
- How have your colleagues supported you in the past week?
- How do you prefer to communicate? At what level of detail? With what mode (i.e., phone, video call, written messages)? How frequently?

All of that is work related AND team members get to know about how their colleagues think and feel.

You can keep building personal connection with questions like these:

- What are your weekend plans?
- What are your hobbies? What do you most enjoy about them?
- What book are you reading right now?
- What's your favorite movie and why?
- What's your favorite thing about the place where you live?
- What is a prized possession of yours and why?

Be the leader who has connection prompting questions. Search for ice breaker questions online and you'll get more ideas.

Creating personal connection builds trust and positively impacts morale, engagement, quality of relationships, performance, and team success!

---

**The Courage of a Leader**

[www.courageofaleader.com](http://www.courageofaleader.com) 🏆 773-919-3055 🏆 [amy@courageofaleader.com](mailto:amy@courageofaleader.com)