



BUYACO INC.

Building Brands, Strengthening Teams, Driving Innovation

Sticky Trust: Uncovering What Connects Us

Objective:

To build trust and encourage team members to better understand each other by sharing personal values, strengths, and work preferences in a simple, reflective activity.

Materials Needed:

- ❖ Post-it notes (3 different colors for different prompts)
- ❖ Pens or markers
- ❖ Timer (can use a phone)
- ❖ Flip chart or whiteboard (optional, if you want to collect group thoughts at the end)

Workshop Outline:

- ❖ **1. Introduction (3-5 minutes)**
 - Facilitator's Opening:
 - Welcome everyone and explain that the purpose of the activity is to help team members build trust and learn about each other in a way that helps them work together more effectively.
 - Set the tone by emphasizing that this activity is meant to be fun but also insightful, leading to stronger cooperation within the team.
 - Mention that everyone will participate equally, and the activity is designed to help each person feel heard and valued.
- ❖ **2. Activity Setup (2-3 minutes)**
 - Hand out three different colored post-it notes to each person, ensuring they have at least 3 of each color.
 - Explain that each color will represent a different prompt, and they'll write responses anonymously on the post-it notes.



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❖ 3. Post-it Note Prompts (10-12 minutes)

- Prompt 1 (Color 1): "Write down one thing you value in a teammate (e.g., honesty, reliability, creativity)."
- Prompt 2 (Color 2): Share one strength you bring to the team that others might not know about."
- Prompt 3 (Color 3):** "What's one thing that helps you feel supported in a team environment (e.g., open communication, clear expectations, flexibility)?"
- Give participants 2-3 minutes to write each prompt response. They don't need to write their names, as this is meant to encourage open sharing without fear of judgment.

❖ 4. Group Sharing & Discussion (10 minutes)

- Once everyone has finished writing, gather the post-its for each prompt color.
- Randomly read out the responses from each color group. After reading each set, encourage a brief group reflection.
- For Prompt 1: Ask, "What patterns or common values do we see in what people wrote? How does that reflect the culture of our team?"
- For Prompt 2: Ask, "What strengths came up that we weren't aware of? How can we leverage these strengths moving forward?"
- For Prompt 3: Ask, "What can we take from this to better support each other as teammates?"

❖ 5. Wrap-up & Takeaways (3-5 minutes)

- Facilitator's Closing:** Highlight how the activity revealed important insights about how the group can function better as a team
- Reaffirm that everyone has something valuable to contribute and that by recognizing each other's strengths and preferences, they can foster a more



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cooperative and trusting environment.

- End with a call to action, encouraging team members to make space for conversations like this regularly, to continue building trust and connection.

Key Takeaways:

- Understanding what your teammates value can help you communicate and work together more effectively.
- Recognizing strengths that aren't always visible fosters appreciation and trust within the team.
- Creating space for open conversations about support leads to more cooperation and understanding in the workplace.