



### Personal Histories Exercise

**Purpose:** To improve trust by giving team members an opportunity to demonstrate vulnerability in a low-risk way and to help team members understand one another at a fundamental level so that they can avoid making false attributions about behaviors and intentions.

**Time Required:** 15 25 Minutes

**Instructions:** Go around the table and have everyone answer three questions about themselves.

1. Where did you grow up?
2. How many siblings do you have and where do you fall in that order?
3. Please describe a unique or interesting challenge or experience from your childhood.

**Debrief:** Ask team members to share what they learned about one another that they didn't already know. This reinforces the purpose of the exercise and allows for a natural ending to the conversation.

**This exercise originated from Lencioni's book, *Overcoming the Five Dysfunctions of a Team: a Field Guide***