

Bonus
Team
Activity
Inside!

Connectedness Activation Toolkit

A guide to growing clarity, honesty, and trust across teams



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Dear Greatness Seeker,

Thank you for taking the time to invest in your growth as a connected and inclusive leader.

Connectedness isn't just about building relationships — it's about creating spaces where people feel seen, heard, and supported. It's the foundation of trust, collaboration, and belonging that allows teams to thrive, even in times of uncertainty. But before you dive in, I want to name something important: Inclusive leadership takes bravery.

It asks you to own your voice, regardless of your title, and to lead from a place of conviction, not comfort. This isn't the moment to shrink back in humility. It's the moment to recognize the power within you, the kind of power that unites, heals, and propels others forward.

So, I challenge you: Choose the hard work of being self-reflective versus blaming others. Listen to understand, not just to respond. Lead with curiosity before judgment, and empathy before assumption.

This toolkit is designed to help you pause, reflect, and practice these skills intentionally. Your commitment to connection sets you apart and paves the way for spaces to appreciate differences and commonalities altogether.

With gratitude,



CEO, Envision Greatness



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NORMALIZE

Humanity

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NORMALIZE

Humanity

If there's one truth we've learned in this work, it's that being human is not a weakness. It's the greatest strength, and a necessity to good leadership.

Too often, we've been taught to leave our vulnerability and openness outside of the workplace. We've got to show up polished, guarded, and "professional," even when we're tired, uncertain, or overwhelmed.

But here's the reality: when we disconnect from our authenticity, we disconnect from each other.

And when we disconnect from each other, we lose trust, making our leadership approach meaningless.

Normalizing humanity means giving ourselves and others permission to be complicated. It's saying, "they can be a good person and still have hard days every now and then." It's allowing space for emotions without letting them control the room. It's being able to say, "I made a mistake," or "I need help," without shame.

In my work with leaders across organizations, I've seen that the most impactful leaders aren't the ones who have all the answers. They're the ones who have empathy, who are willing to admit when they don't know, and who lead with integrity, willing to give it their best shot, even when the work gets messy.

When we normalize humanity in the workplace, we give others permission to exhale.

So here's your invitation:

Let people see your humanness.

Apologize when needed. Extend grace when it's hard.

Recognize that feedback is an act of care, not criticism.

Because at the end of the day, people don't follow titles. They follow leaders who make it safe to be human.



Normalize Humanity in My Leadership

Self-Reflection Activity

Introduction

Before we can build connection with others, we have to first make space for our own humanity.

Leadership is not about having all the answers — it's about being real enough to ask the right questions, to pause, to reflect, and to lead with compassion even when it's inconvenient. When we normalize humanity, we transform leadership from performance into presence.

1 Reflect

- When was the last time I felt pressure to “hold it all together” instead of asking for help?
- What did that experience teach me about vulnerability and leadership?

2 Practice

- Think of one way you can model authenticity this week — maybe sharing a personal learning moment, checking in with a team member about how they *really* are, or acknowledging when communication missed the mark.

3 Lead Forward

- How can I create a culture where others feel safe to be human — where mistakes become lessons, and feedback is a sign of care, not criticism?



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PRACTICE CURIOSITY

+

Feedback

Curiosity In Action

Partner Activity

Time: 10 minutes

Introduction

Let's strengthen your ability to listen deeply, ask thoughtful questions, and receive feedback with openness rather than defensiveness.

Curiosity is the doorway to understanding, and feedback is the mirror that helps us grow. When combined, they create a culture of learning and psychological safety.

Part 1

Instructions

1. Connect with a colleague who can participate in this activity.
2. One person shares a current challenge or tension at work (something real, not hypothetical).
3. The listener's only job is to practice curiosity — not problem-solving.

Ask questions that begin with:

- *"Can you tell me more about..."*
- *"What's been the hardest part of that for you?"*
- *"How do you feel this connects to your values or goals?"*
- *"What support would feel most helpful right now?"*



Time: 5 minutes for sharing, 5 minutes for questions, then switch roles.

Curiosity In Action

Part 2

Instructions

- 1 Ask your colleague for one piece of feedback related to your communication, collaboration, or leadership style.

Example:

- *"What's one thing I do that helps our team work better together?"*
- *"What's one thing I could do differently to make collaboration easier?"*

- 2 Listen without interrupting or explaining. After they finish, respond only with:

- *"Thank you for that feedback."*
- *"Can you tell me more about what led you to feel that way?"*

- 3 Take notes on what surprised you, affirmed you, or challenged you.



Time: 10 minutes per person (5 for feedback, 5 for reflection and response)

Curiosity In Action

Part 3

Instructions

Take 5–10 minutes to answer the following questions on your own:

1. What did I notice about how I listened? Did I feel the urge to defend or explain?
2. What did I learn about how others experience my communication or leadership style?
3. How might I apply curiosity the next time I receive feedback or face conflict?
4. What's one mindset shift I want to carry forward — for example, from "I need to prove myself" → "I want to understand myself"?



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USE CONFLICT AS

Connection



Bridge Conflict with Connection

Partner Activity

Introduction

Conflict isn't something to avoid; it's an opportunity to realign values, clarify communication, and build relational depth. When we handle tension with emotional intelligence, we model inclusive leadership and reinforce psychological safety.

Part 1

Instructions

- Partner with a colleague you've recently had a conflict with. (If you haven't had a conflict with anyone, give it a little time.)
- Together, identify a low-to-moderate workplace tension or disagreement (real or hypothetical).

Examples:

- Different communication styles
- Conflicting priorities or workload expectations
- Misunderstanding tone in an email or meeting

If no real conflict comes to mind, choose a scenario you've seen happen on a team before.



Bridge Conflict with Connection

Partner Activity

Part 2

Instructions

- Person A shares their side of the disagreement without filtering emotion or frustration.
- Person B responds defensively or dismissively (e.g., interrupting, blaming, or minimizing).
- After 5 minutes, switch roles.

Note: This round is intentionally “messy.” It helps participants feel what disconnection sounds like.

Debrief Together:

- What emotions came up?
- What did it feel like to not be heard or understood?

Part 3

Instructions

- Person A restates their perspective calmly, using “I” statements:
 - *“I felt frustrated when...”*
 - *“I value teamwork, but I felt left out when...”*
- Person B practices the Empathy Bridge Framework™:
 - Notice: What’s happening emotionally in the moment?
 - Name: Reflect back what you heard. (*“It sounds like you felt overlooked when I didn’t follow up.”*)
- Navigate: Ask a question to deepen understanding. (*“What would have helped you feel more supported?”*)
- Nurture: Affirm the relationship. (*“I want us to work well together. Thank you for sharing that.”*)
- Switch roles and repeat.

Debrief Together:

- What changed between the first and second round?
- How did curiosity and empathy shift the tone or energy?



Bridge Conflict with Connection

Partner Activity

Part 4

Individually Reflect

- What did I learn about my natural conflict style (fight, flight, freeze, fix)?
- How did it feel to be heard versus dismissed?
- What does “connection through conflict” look like in my current workplace relationships?
- What’s one phrase or mindset I can use to stay grounded in future conflicts?

Examples:

- *“This is uncomfortable, but it’s growth.”*
- *“I can hold both my truth and someone else’s.”*
- *“Conflict doesn’t break trust — silence does.”*

Conflict isn't a detour.

It's part of the road to trust. When we stay curious instead of defensive, we transform conflict into connection. That's the kind of leadership that changes culture.



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ALIGN WORK WITH

Values



Align Work with Values

Team Activity

Introduction

Every organization has values — but not every team lives them.

Values aren't meant to sit in a handbook or hang on a wall; they're meant to show up in how we communicate, make decisions, and treat one another. When we align our work with our values, we lead from a place of integrity and clarity rather than compliance or pressure.

At Envision Greatness, we believe that alignment is culture in action. It's the bridge between what we say we believe and how we actually behave. It shows up in the small things — how we respond to stress, how we handle mistakes, how we honor one another's time and voice.

Setup

Materials: Sticky notes or index cards, markers, and a whiteboard or digital board.

Step 1: Identify what matters (10 minutes)

- As a team, list your core organizational values (e.g., respect, teamwork, accountability, inclusion, service).
- Each person writes one way they personally define or interpret that value in action.
 - Example: *"Respect means I respond thoughtfully even when I'm frustrated."*
 - Example: *"Accountability means I follow through even if no one is watching."*
- Have participants post their interpretations on the board.

Reflection Prompt:

- What similarities or differences do you notice?
- Which values feel most alive in our daily work — and which feel more like words on paper?

Step 2: Connect Values to Daily Work (15 minutes)

1. Ask participants to think about their typical week.
2. On a new card or note, have them write one task or responsibility they do regularly.

Example: Scheduling meetings, processing invoices, managing client communication, supporting leadership, etc.

3. Then, connect that task to a value by finishing this sentence:

"When I do this task, I'm living out the value of _____ because _____."

Example: *"When I coordinate meetings, I'm living the value of inclusion because I make sure every voice has a seat at the table."*

4. Have participants share their examples aloud or post them visually for group discussion.

Step 3: Bridge the Gaps (10 minutes)

Group Discussion:

- Which values are easy to connect to our work?
- Which values need more attention or clearer connection?
- Are there daily habits, systems, or communication styles that could better reflect our values?

Step 4: Commit to One Action (5 minutes)

Each participant writes one alignment action they'll take in the next week.

Examples:

- *"I'll start meetings with a check-in question to practice empathy."*
- *"I'll pause before responding to ensure I'm communicating with respect."*
- *"I'll remind my team how their efforts support our mission."*

Post them on a shared wall or digital board labeled "How We Live Our Values."

Optional Reflection (Individual or Team Follow-up)

- How does connecting my work to my values change how I approach it?
- What gets in the way of staying values-aligned in my role?
- How can I hold myself and others accountable with compassion rather than criticism?

Values aren't what we say.

They're what we show. And when every person brings those values to life, we create workplaces that don't just function, they flourish.



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Connectedness is not
a one-time exercise.
It's a daily practice.

It's time to build connection that drives performance.

Bring a relevant training workshop near you.



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