

Thriving Together: A Team Building Exercise

Purpose of This Exercise

This exercise provides an opportunity for your dental team to come together, reflect, learn from each other, and grow. It works best if all team members participate. By watching three short videos on *Organizational Culture*, *Reward & Recognition*, and *Civility & Respect*, then completing worksheets and engaging in open discussion, your team can collaboratively build a healthier, more respectful, and more connected workplace. Although this exercise is designed to be completed in one sitting, your team can choose to split it into two or three shorter sessions if that better fits your office schedule.

How It Works

1. **Choose a facilitator**
2. **Watch 3 short videos on the following themes:**
 - Organizational culture
 - Reward and recognition
 - Civility and respect
3. **Complete a Worksheet After Each Video**
 - Reflect on the video as you answer the questions.
 - Share your thoughts, experiences, and ideas related to your work environment.
 - Be honest and thoughtful—there are no wrong answers.
4. **Discuss Your Responses with Your Colleagues**
 - Share your responses as a team.
 - Listen actively and respectfully to everyone.
 - Exchange different perspectives and learn from each other.
5. **Take Action**
 - Compile the team's agreed-upon actions for change using the Action Plan template.
 - Post the plan in the staff room.
 - Commit to the changes your team has agreed upon.
 - Schedule a follow-up in four months to assess the team's progress.

Creating a Safe Space for Conversation

This team building exercise is an opportunity to:

- Be **open and honest** about your experiences.
- **Listen to different perspectives**—everyone’s voice matters.
- **Learn from each other** and grow as a team.
- Build a **stronger, more respectful workplace culture**.

We encourage you to:

- Speak from your own experience.
- Listen without judgment.
- Be curious, not critical.
- Assume positive intent.

Goals of This Exercise

By the end of this exercise your team will:

- Have a shared understanding of what respectful leadership and recognition look like.
- Identify ways to support each other more effectively.
- Generate ideas and actions to improve team culture.
- Strengthen trust and collaboration.

Tips for Success

- **Be present:** Give your full attention to the videos and your colleagues’ responses.
- **Be respectful:** Everyone’s experience is valid, even if it’s different from yours.
- **Be constructive:** Focus on solutions and shared goals.
- **Be kind:** Kindness builds trust and connection.

Final Thoughts

This exercise isn’t about being perfect — it’s about being real, reflective, and ready to grow together as a team. Thank you for showing up and helping create a better workplace for everyone.