

# Resistance Buster: Basin of Trust

## Challenge

Strong teams and strong cultures know their strengths and their weaknesses – and they're open and honest about them. Working together over time, a “speed of trust” emerges that empowers team-members to naturally complement, support and lead when necessary. Some teams do get lucky and organically form this way. Others (most others!) need help. Successful business transformation demands frank conversations with our colleagues and especially with ourselves. For when we choose to be accountable for our own behaviors, responsibilities and personal growth, the entire team, culture and business benefits.

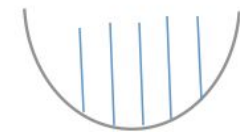
## How to Use This Tool

Originally developed by Jungian analyst, James Hollis, Ph.D., the “Basin of Trust” works with teams from 2 - 20. It will help you to reveal team dynamics, gather new relationship insights and develop action-steps for team growth. Here's how to use it...

1. **Draw a simple U-shape on a piece of paper or whiteboard for a larger, team meeting.** (This “basin” represents your team relationship. Brainstorm and write down words that describe what this basin feels like, e.g. its characteristics, strengths and weaknesses, etc.)

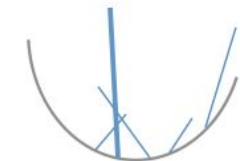


2. **Draw even-length straight lines within the basin to represent different team members.** (FYI: This is a model of an ideal relationship: people accountable for their own growth in a strong relationship “basin.”)



3. **Next, discuss if all team members feel that each individual is “even” in terms of effort or energy; re-draw the lines to symbolize real team dynamics among team members.**

(Who's taking strong, personal accountability? Who's over-doing it? Who's un-empowered? Acting small? Who's leaning into / being co-dependent on others? How is all this changing the shape of the relationship basin itself? Creatively push the shapes, sizes and scenarios to authentically reflect your current team dynamics.)



4. **Finally, brainstorm the root causes of both positive team dynamics and, if applicable, negative dysfunction ... and how to solve this.**  
(This is your new to-do list! If people enjoy this exercise,

come back to it often to visualize how your team is growing stronger as individuals become more accountable for their own behaviors, responsibilities and personal growth!)