

Building Mutual Dependency and Trust through Expectations
Working Session Exercises to Foster Creativity and Innovation
Handout 2

Task 1. Share something about your personal background, experience and knowledge that will help the organization become a team-based operation.

Task 2. Considering your level of trust in the organization, its leaders and your personal accountability to the success of the team, describe what each of the following terms means to you (Note: The lines below should be left blank for attendees).

Reliability – The extent to which you keep your promises to other people.

Reputation – The extent to which you have acted to build trust consistently.

Relationships – The extent to which you relate to other team members over time.

Task 3. Create Maps of Expectations.

- What do you expect of yourself in relation to your job, activities and performance?
- What expectations do you have of other team members?
- What expectations do you have of the organization and/or its leaders?

Outline to Follow: List an expectation you have of yourself, a team member or a leader in the organization.

Expectation: _____

1. Time Requirements:
2. Resources Available:
3. Expertise Available:
4. Contact Network:
5. Expected Learning: