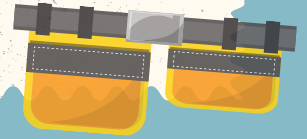


# BUILDING SAFE TEAMS

Reflecting on your tool BELT



## Setting the Stage

In this activity, you will reflect on your leadership practices and consider how boundaries, empathy, active listening, and trauma-informed principles contribute to effective teams. Skilled leadership involves creating a safe and supportive environment for your teams. By reflecting on these elements, leaders can foster trust, promote well-being, and enhance team performance.

## Building Connections

Let's connect the ideas you've explored so far. Complete the table below to deepen your understanding.

Key Concept:	Your Understanding	My Thoughts on where I am with this principle with my team?
<i>Boundaries</i>		
Empathy		
Active Listening		
Trauma-Informed Principles		

## **Read and Reflect**

What are your values that you bring to your team and what are your values as a supervisor?  
Are they the same or different?

### **Boundaries**

What boundaries do I model for my team?

Where might my boundaries be unclear, inconsistent, or too rigid?

What type of boundary do I think my team needs right now?

### **Empathy in Leadership**

How do I demonstrate empathy during stress or conflict?

Do my team members feel understood by me? How do I know that?

### **Listening Actively**

When my team speaks, am I listening to respond or to understand?

Who on my team might feel unheard?

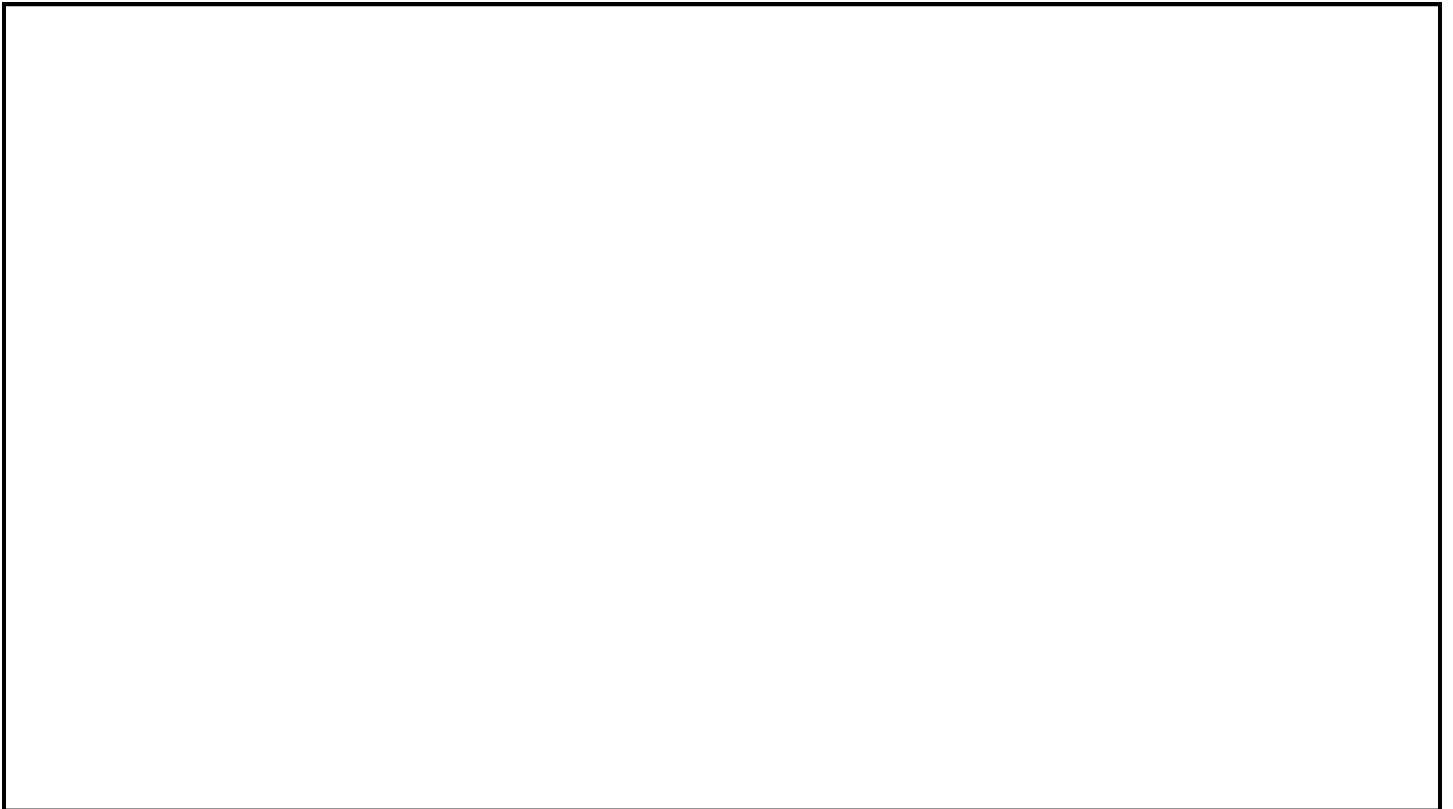
### **Trauma-Informed Principles**

How do I create psychological safety within my team?

In what ways do I consider stress, burnout, or past experiences when leading?

## Bonus to What You Learned

Now, you'll create a visual to show what you've learned: Can you make your own tool BELT? What tools would you choose?

A large, empty rectangular box with a black border, intended for the user to create a visual representation of their learning. The box is currently blank.

## Small Group: Time for Reflection

How can you improve psychological safety within a team environment, drawing from trauma-informed principles?

What was an “Ah ha” aspect of reflecting on your leadership style, and what did you learn from it?

How will you apply what you've learned about boundaries, empathy, active listening, and trauma-informed principles in your future leadership roles?

Which BELT tool was the hardest for you to think of, answer, or create?

Which aspect of the BELT is lacking on your team and in what area can you create more?