



P&K
research

Client Services
Team Development

This is the fifth monthly coaching pulse.

Build Emotional Safety in your Team: Apply the ASK GIVE ACCEPT ACT Tool

Building a culture of mutual trust involves risk. Being the first to ask for help is critical step in building trust and emotional safety in your team.

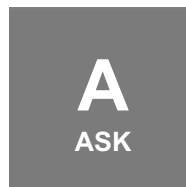
Review the tool to the right as a way of starting the process. Many teams find that once someone starts the process of asking to get their needs met that others respond with helpful assistance information.

Group Discussion

Are we hearing -

1. "I need help with..."
2. "Can I get more information about..."
3. "Do you have time to help me with...."

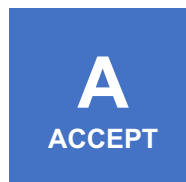
How can we encourage more AGAA?



Ask
for what you need:
This builds transparency and demonstrates trust



Give
others what they need...
or ask them what they need to be successful



Accept
be willing to accept help.
This ensures mutual trust



Act
Leverage your new-found information or support by taking action