

CONNECT

PARALLEL TEN • FOSTER CONNECTION



Strong teams are built on trust, and trust grows through connection. Connection creates the conditions for healthy conflict, accountability, and resilience. Leaders who invest in relationships build stronger teams because people perform best when they feel seen, respected, and included. Connection cannot be delegated; it must be modeled.

Connection is not a distraction from performance—it is the foundation of it.

ASK

ACT

		Create Opportunities <ul style="list-style-type: none"> Am I creating opportunities for people to connect? Do our routines encourage relationships? Where could we bring people together more intentionally? What experiences would strengthen our team? 	<i>Connection begins with intention</i> <ul style="list-style-type: none"> ✓ Create shared experiences ✓ Bring people together ✓ Make connection intentional
		Open the Conversation <ul style="list-style-type: none"> Am I asking questions that help me know people? Do people feel comfortable sharing ideas and concerns? Am I listening to understand? Who have I not connected with recently? 	<i>Meaningful relationships begin with genuine curiosity</i> <ul style="list-style-type: none"> ✓ Ask thoughtful questions ✓ Listen with curiosity ✓ Encourage open dialogue
		Notice People <ul style="list-style-type: none"> Who rarely speaks? Who seems isolated? Who may need encouragement? Who is making contributions that deserve recognition? 	<i>Pay attention to who may be disconnected</i> <ul style="list-style-type: none"> ✓ Pay attention to everyone ✓ Reach out intentionally ✓ Recognize contributions
		Nurture Belonging <ul style="list-style-type: none"> Does everyone feel included? Whose voice is missing? What behaviors strengthen belonging? What barriers prevent connection? 	<i>Belonging rarely happens accidentally</i> <ul style="list-style-type: none"> ✓ Create inclusion ✓ Invite participation ✓ Strengthen belonging
		Engage Personally <ul style="list-style-type: none"> What motivates this person? What are their strengths and aspirations? What matters most to them? How can I better support their success? 	<i>Know the person before the position</i> <ul style="list-style-type: none"> ✓ Learn people's stories ✓ Build authentic relationships ✓ Show genuine interest
		Continue Showing Up <ul style="list-style-type: none"> Am I investing in relationships consistently? Do I follow through on commitments? Have I stayed connected beyond immediate work? What small action could strengthen a relationship today? 	<i>Trust is built through consistency</i> <ul style="list-style-type: none"> ✓ Follow up consistently ✓ Make time for people ✓ Invest in relationships
		Take the First Step <ul style="list-style-type: none"> What relationship needs my attention? Who should I reconnect with? Where can I build greater trust? What conversation have I been postponing? 	<i>Connection is a leadership responsibility</i> <ul style="list-style-type: none"> ✓ Reach out first ✓ Strengthen trust ✓ Build connection every day

