

# Learn What Has Shaped People

Create a safe space to learn about your employees' backgrounds and what has been vital in shaping their lives. Doing this as a group allows employees to learn new things about each other that otherwise might not come up, and the act of being open, honest and vulnerable is a great way to form bonds, increase empathy and improve relationships.

- **Ask everyone to think about the three most defining moments in their lives and write them down on separate post-its**
- **Have each employee present these moments to the team and share their story to whatever degree they feel comfortable.**
- **Thank everyone for sharing and ask the team to share what their takeaways are from the exercise.**