

Permission to Be Open

A Team Building Exercise for Treatment Center Staff
Napier Models · Modules

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Part 1 • Overview

Permission to Be Open

A Team Building Exercise for Treatment Center Staff

This foundational workshop establishes norms for open communication by explicitly granting permission for honest dialogue, creating agreements around feedback, and building a culture where truth-telling is valued and expected.

1.5-2 hours

Learning Objectives

- Establish explicit permission for honest communication
- Create team agreements around giving and receiving feedback
- Identify personal barriers to openness in professional settings
- Develop comfort with constructive conflict
- Build foundational trust for ongoing team development

Key Topics Covered

Communication Norms

Feedback Culture

Psychological Safety

Team Agreements

Constructive Conflict

Truth-Telling

Professional Boundaries

Intended Audience

- Newly formed treatment teams
- Teams with communication challenges
- Organizations implementing culture change
- Clinical departments seeking improved collaboration
- Leadership teams modeling open communication

Prerequisites

- None - ideal as a foundational workshop
- Helpful if all team members can attend together
- Leadership commitment to modeling openness

Part 2 · Worksheet

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A Team Building Exercise for Treatment Center Staff

- ☐ Introduction
- ☐ Group Setup
- ☐ Perceptions
- ☐ Reflection
- ☐ Application

What This Exercise Is About

This powerful icebreaker helps treatment center staff develop deeper understanding of each other through structured perception sharing. Research shows that about 80% of first impressions are surprisingly accurate.

By exploring how we perceive colleagues based on limited information, we build empathy, improve communication, and create psychological safety within our clinical teams.

Goals for Treatment Teams

- Build trust and openness among staff
- Understand perception biases
- Improve team communication
- Create psychological safety

Clinical Applications

- Model vulnerability in therapeutic relationships
- Practice non-judgmental awareness
- Develop cultural competence
- Strengthen clinical supervision

Step-by-Step Process

1. Form Groups of Three

Group with colleagues you don't know well

2. Silent Observation (10-15 min)

Observe without talking

3. Complete Perception Sheets

Fill out perceptions about partners

4. Share and Discuss (30-45 min)

Share perceptions and discuss accuracy

5. Large Group Debrief

Share insights and implications

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Your Group Members

You

Enter name...

Partner 1

Enter name...

Partner 2

Enter name...

Please enter group member names in the Group Setup section first.

Personal Reflection

What surprised you most about how others perceived you?

What patterns did you notice in how you perceive others?

How might first impressions impact your clinical work?

What did this teach you about vulnerability in teams?

Clinical Application

How can you use awareness of first impressions to strengthen client connections?

What steps will you take to improve openness with your team?

What biases did you discover and how will you address them?

Action Commitments

One thing I will do differently with clients:

One thing I will do differently with my team:

"The privilege of a lifetime is to become who you truly are." - Carl Jung

Exercise Complete