

Metro North Health WELLBEING



Conversation Cards: Building Connection in Your Team

Purpose

These cards are designed to spark meaningful conversations that strengthen team connection, collaboration, and wellbeing. Connection is a cornerstone of workplace wellbeing - it fosters trust, psychological safety, and a genuine sense of belonging. Whether you have 5 minutes or 15. These cards help teams build that connection with intention.

Why It Matters

Connection isn't just a "nice to have", it's essential. When people feel seen, heard, and valued, they thrive. Strong connection supports engagement, resilience, and high performance.

These cards help create space for that connection, one conversation at a time and most importantly help team members get to know each other on professionally as well as personally.

What's in the Deck?

There are **32 cards** across **4 categories**:

- **Wellbeing and Fun** – Light-hearted prompts to energise, uplift and build rapport.
- **Getting to Know Your Team** – Questions that deepen understanding, empathy and shared perspective.
- **Modelling Metro North Values** – Prompts that encourage reflect on how the values show up in everyday work.
- **Team Collaboration** – Questions that explore how you work together and how to make the most of each other's strengths, knowledge, skills and experience.

Each card includes:

- A **Connection Question** on the front to spark conversation.
- A **"How can we build on this?"** prompt on the back to turn insights into action.
- **Tips and resources** to support further reflection and support.

How to Use Them

1. Set the Expectations

Create a safe, respectful environment before you begin. You might say:

"We will now use our conversation cards to engage with one another in a respectful and constructive way that supports team connection and cohesion. I'd like to remind everyone that respectful engagement includes active listening, allowing others the space to speak, and recognising that each person can choose how much or how little they wish to share. The cards and the discussions they prompt are not to be used to criticise or blame others. Our focus is to remain solutions-oriented, open, curious, and empathetic as we work together."

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2. **Choose a Card**

Select a card randomly or a category that aligns with your teams current goals or needs.

3. **Start the Conversation**

Read the question aloud and invite everyone to share their reflections. There are no right or wrong answers just honest, respectful sharing.

4. **Build on It**

Use the follow-up prompt on the back of the card to explore ideas further. This helps turn connection into insight, and insight into action.

5. **Use the Tips**

Each card includes practical tips or resources to you help embed new insights into your team's culture and ways of working.

Tips for Success

- Use in handovers, check-ins, huddles, and team meetings.
- Rotate who selects and reads the card.
- Be curious, open, and kind.
- Keep it light or go deep—whatever suits your team's needs in the moment.