

Trust, Vulnerability and Group Learning

Reflection

Although this program may feel like a personal journey between you and your mentor, you're also learning and developing within [Your Organisation](#) – alongside peers who will likely become your future teammates and collaborators. Your journey into that team begins now. What you learn, share, and build together here will strengthen the relationships, trust, and confidence that shape your growth as individuals and as a collective.

Trust is the foundation of effective teams. Research shows that trust grows through repeated interactions where individuals take small interpersonal risks – sharing openly, showing empathy, and following through on commitments. In teams, trust exists at both the [individual level](#) (between members) and the [collective level](#) (the shared belief that “this group has my back”).

Vulnerability is the act of taking emotional or intellectual risks, admitting uncertainty, sharing self-doubt, or asking for help. When people feel safe to be vulnerable, they create a space where genuine learning and growth can occur. This is the essence of [psychological safety](#), a precursor to innovation and collective learning.

Group learning happens when teams reflect together on experiences, exchange feedback, and integrate insights into future action. It requires both [trust](#) (believing others will support, not judge) and [vulnerability](#) (being willing to reveal imperfection). Together, they create the conditions for deeper connection, stronger self-awareness, and authentic progress – both individually and as a team.

Why We're Doing This Exercise

This check-in is designed to deepen [trust](#), [vulnerability](#), and [shared learning](#) within your mentoring group. By reflecting together, you'll surface insights about yourself and your peers, strengthen group bonds, and walk away with one shared experience of openness and connection – the hallmarks of authentic professional growth.

TASK: -

Please reflect on your journey to date with your mentor. Look at your original questionnaire specific to your goal (Self-confidence and Career Development). Read through your meeting summaries and prepare an answer for the two questions below for your particular goal to share in the check-in.

Group 1 – Focus: Self-Confidence

1. What have you learned about yourself during this program that you didn't know before – something you're proud of?
 2. What are you looking to do differently from now on to bring your new learning and confidence into practice at work?
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Group 2 – Focus: Career Development

1. What's one career goal or aspiration that feels both exciting and a little uncomfortable right now?
2. What personal quality or behaviour would you need to lean into to move toward that goal?

Notes