



Journal Prompts about Healing Broken Teams

Before we can heal a broken team, we must first understand the role we play within it. These reflections invite you to pause, reconnect with yourself, strengthen your relationships, and rediscover the shared purpose that transforms fractured teams into thriving ones.

Pillar 1: Authentic Connection to Self

Healing begins within before it can transform a team.

- Where in my current work environment do I feel emotionally fractured, and what is that experience teaching me about myself?
- When conflict arises in my team, what emotions surface first, and how do they influence the way I respond?
- Which part of my wellbeing has been neglected because of workplace stress, and what is one step I can take to restore it?
- What personal belief, fear, or past experience might be shaping the way I see my colleagues today?
- If I treated myself with the same grace as the art of Kintsugi, what "crack" in my professional life would I stop trying to hide?

Pillar 2: Authentic Connection to the Tribe

Healthy teams are built through courageous conversations, trust, and mutual care.

- What conversation have I been avoiding that could begin repairing trust within my team?
- How can I become a source of psychological safety for someone I work with this week?
- What unhealthy team pattern do I keep participating in, and what healthier behaviour could I model instead?
- Who in my workplace consistently brings out the best in me, and how can I intentionally strengthen that relationship?
- What boundary do I need to establish so I can contribute to my team without sacrificing my wellbeing?

Pillar 3: Authentic Connection to the Sacred

Purpose transforms brokenness into something meaningful.

- How does the work my team does contribute to something greater than ourselves?
- Looking back, how has a difficult team experience strengthened my leadership, resilience, or compassion?
- If our team's greatest challenge became our greatest strength, what would success look like one year from now?
- What legacy do I want to leave within my team—not through achievements alone, but through the way I make people feel?
- What one intentional action can I take tomorrow that reflects both my personal values and the kind of team culture I want to help create?