




ACTIVITY

# 3 TRUST BUILDING ACTIVITIES FOR EARLY CHILDHOOD TEAMS

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Simple, meaningful activities to spark connection, build trust, and strengthen your team culture—one small moment at a time.



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# WHAT'S IN HERE

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- A simple guide to fun, trust-building activities for early childhood teams
- **Pages 4-6:** 3 activities to try
- **Pages 8-11:** Printables



# TRUST COMES FIRST



In early childhood education, everything starts with **trust**. It's more than routines or policies—it's the feeling parents have when they step through your doors. It's in the warmth of a teacher's smile, the way staff lift each other up, and the trust that deepens when leaders listen first and lead with heart.

## A strong culture of trust shapes:

- How your team communicates and collaborates
- How families feel about entrusting their children to your care
- How children flourish in an environment where adults feel connected and grounded

In a field where high turnover is common, **intentionally building connection among your team isn't optional—it's essential**. It creates the kind of trust that helps people stay, grow, and give their best.



## Why try it?

Quick. Genuine. Uplifting. These three activities are designed for busy directors and ever-changing teams. No awkward icebreakers—just real ways to help your people feel **seen, supported, and part of something meaningful**.

## 1

# TWO TRUTHS & A CHILDHOOD

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This activity is a fun, quick way to learn about each other through personal stories. It blends play and nostalgia while offering glimpses into each person's personality and background—without feeling forced.

**Materials:**

Just your voices

**How it works:**

Each person shares:

- Two true facts about themselves
- One detail from their early childhood (favorite toy, snack, or memory)

The group then guesses which one is the childhood story.



**Pro tip:** Following this activity, take time to discuss why these childhood details were memorable and how you can help children in your center create similar memories.

## 2

## SWITCH SEATS, SHARE STORIES

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This activity sparks one-on-one connections that might not happen in the daily hustle. It gives early childhood educators a chance to build relationships beyond their usual roles and routines.

### Materials:

Question prompts

### How it works:

- Every staff member rotates seats and pairs up with someone new each round.
- Each pair gets 1–2 minutes to answer a fun, low-stakes question prompt.
- Keep it light, fun, and open-ended!

Rotate pairs every few minutes as time allows.



**Pro tip:** Switch it up! Encourage staff to sit with people they don't normally work with. This creates fresh conversations and helps build a stronger, more connected team.

## 3

## STORY BEHIND THE OBJECT

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This activity encourages vulnerability and personal sharing in a safe, supportive way. It sparks empathy, laughter, and helps staff see one another beyond their job titles.

**Materials:**

A common object (toy, crayon, puppet, block, etc.)

**How it works:**

- Place the object in the center of the group or pass it around.
- Each team member briefly shares a story, memory, or personal connection related to that object—or something similar from their own childhood.
- Example: Holding a stuffed bear, someone might share, "I had a teddy bear named Max that I took to preschool every day. My mom said it was the only way she could drop me off without tears."
- Encourage storytelling over perfection. This is about connection, not performance.



**Pro tip:** Have a leader or confident team member go first to set the tone. Keeping stories short and light helps everyone feel comfortable opening up.

# TRUST MATTERS

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Building trust doesn't take big budgets or elaborate retreats. Often, it's simply about pausing long enough to truly notice one another. These small moments of connection lay the foundation for a supportive, caring, and strong team culture.

**Keep it simple. Be yourself.  
And keep building trust—  
one moment at a time.**







# SWITCH SEATS, SHARE STORIES

## QUESTION PROMPTS

- What was your favorite toy as a child?
- What was your go-to snack or treat growing up?
- Can you share a favorite childhood memory from school or daycare?
- Have you ever lived in a different state or country?
- What's a job you've had that most people wouldn't expect?
- What's something on your bucket list?
- Have you ever met someone famous?
- Do you speak another language or dialect?
- What's a game or activity you loved as a kid?
- Who was your childhood hero or favorite character?
- Did you have a comfort item (blanket, stuffed animal, etc.) as a child?
- Can you remember a moment when you felt really proud as a child? What happened?
- What was your dream job when you were little?
- What was your favorite recess game or playground activity?
- What cartoon character did you love as a kid?
- What snack or meal brings you back to childhood?
- Who was your favorite teacher and why?



# SWITCH SEATS, SHARE STORIES

## QUESTION PROMPTS

- What book, movie, or show have you watched over and over?
- What's the funniest thing a child has ever said to you?
- If your life were a kids' book, what would the title be?
- What's your go-to karaoke or car singalong song?
- What's the most unusual talent or skill you have?
- What's a sound or smell that instantly brings you back to your childhood?
- Do you prefer coffee, tea, or something else entirely?
- What's a value you learned from your family that you carry with you?
- Who's someone who had a big impact on your life?
- What does a "great day" at work look like to you?
- What's one thing you admire in others?
- What's a funny or silly thing you did often as a young child?
- What's one thing that always makes you laugh?
- What's your favorite way to unwind after work?
- What inspires you most about working with children?



# TWO TRUTHS & A CHILDHOOD



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# TWO TRUTHS & A CHILDHOOD



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COLLABORATION

# BUILT BY EDUCATORS, FOR SCHOOL LEADERS

This resource was created in collaboration with dedicated educators and school leaders who brought their experience, ideas, and insight to every step of the process. We're grateful for their partnership in building tools that truly make a difference in schools.



**Abbey Sualy**

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# WE'RE SO GLAD YOU'RE HERE!

Thanks for downloading this resource—at [Alpaca](#), we're on a mission to **make school the happiest place to work**.



## Tried an activity?

Send a photo or a staff testimonial to [our team](#), and we'll send you a coffee on us!



## Got an idea brewing?

We love co-creating with school leaders—[drop us a line](#) with any resource ideas you'd love to see next.



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