



A sample from our:

100 ACTS OF CONNECTION

Small invitations to make work more human.

It is not a toolkit. It is an invitation.

Inspired by the work of Peter Block, these 100 simple prompts are designed to help you restore meaning, care, and agency at work, one act at a time.

Use them to reflect, to connect, to begin.

You don't need permission. Only the will to make something more human.



**Slow down
before you say
yes.**

Before replying to that urgent request, stop.



Ask:

“Am I doing this because it matters, or because I want to avoid discomfort, disapproval, or delay?”



If you move forward, say why:
“This matters to me because...”

That’s how action stays rooted in purpose, not reaction.

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**Surface your
own dissent.**

Think of a moment where you stayed silent.



Ask:

“What truth did I withhold to keep the peace, the pace, or the hierarchy intact?”



Next time, name your truth gently.

Dissent creates space for others to show up too.

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**Identify a system
you enable.**

Pick a process or policy that frustrates you.



Then ask:

“How do I help sustain this even passively?”



Take one visible step: question it aloud, try something new, or opt out once.

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**Declare what
you stand for.**



Complete this sentence on paper:

“In this work, I stand for...”



Read it before your next meeting, email, or decision.

Let it shape your tone.

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Show trust.



Try:

“I trust your way, even if it’s not how I would do it.”



Then prove it by stepping back.

Let them lead, even imperfectly.

Trust isn’t what we promise, it’s what we permit.

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Ask what they’d protect.



Try:

“What part of how we work, even the invisible or awkward parts, do you hope we never lose?”



Their answer reveals what’s sacred here, not efficient, not strategic, but deeply human.

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Be the first to say ‘I don’t know.’

Let someone else carry the certainty.



Say:

“I’m not sure and I’d rather stay with the question than rush the answer.”



Not knowing isn’t weakness.

It’s how we make room for something new.

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Ask what they’re carrying.




Try:

“Is there something you’ve been holding lately that no one’s thought to ask about?”




We all bring more than tasks to work. Naming what’s unspoken is an act of care.

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Shape the space like you mean it.

Before you speak, look at the room and ask:
“Does it reflect the conversation you want?”



Remove the table. Form a circle.
Let the layout declare this space belongs to everyone.

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Ask what we're really saying yes to.

In the next commitment moment, ask:
“What are we actually saying yes to beyond the task?”



A team that names the deeper yes stays more connected to it.

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Let the center shift.

Say:
“I'd like someone else to hold this space today, not to practice leading, but because your voice carries something we need.”



Leadership isn't assigned.
It's invited, and it circulates when we step aside.

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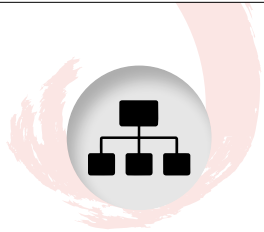
Close with gratitude, not judgment.

Instead of 'what worked and what didn't,' try:
“What did we experience that mattered?”



Teams don't grow through critique alone.
They grow through felt meaning.

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Explore what the metrics miss.



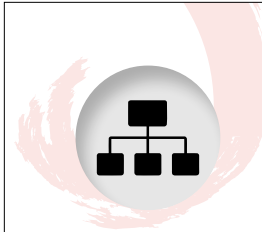
In your next review or report-out, ask:

“What part of this success can’t be measured, but mattered deeply?”



The most powerful part of the work is usually invisible.

Let it surface.



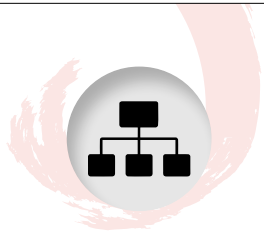
Make gratitude public, not private.



Instead of a private thank-you, say:
“Can I share with the group what this meant to me?”



When we name appreciation out loud, it changes how people see each other, and themselves.



Invite one unlikely voice to shape the whole.



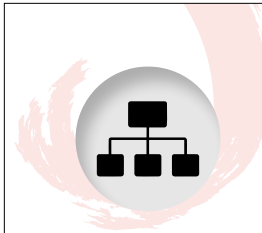
Ask:

“Who here is closest to the pain, the front line, or the margins and what would they say if they designed this?”



Inclusion isn’t presence alone.

It’s power shared on purpose.



Create space before the response.



When something meaningful is shared (news, feedback, grief, hope), resist the rush to respond.

Let the room breathe. Let the moment land.

The pause tells people, this mattered.
You mattered.



Get the full deck of 100 cards: bit.ly/100-acts-of-connection

Based on the books of Designed Learning Founder Peter Block and created in partnership with Affiliate Consultant Andi Roberts.

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