

Checklist for Team Members: Contributing to a Cohesive DBT Team

1. Culture of Transparency

- I respect that sharing personal history is always a choice.
- I avoid pressuring others to share more than they want to.
- I respond with validation and curiosity when others share vulnerably.
- I notice what I might need to feel safer sharing.
- I speak up when norms feel misaligned with transparency or safety.

2. Normalize Struggling

- I acknowledge my own difficult weeks when appropriate.
- I validate other team members when they are struggling. I avoid pathologizing emotional experiences.
- I ask for support rather than withdrawing.
- I practice self-compassion when I notice self-judgment.

3. Engage in Mentorship

- I know who I can go to for support or mentorship.
- I offer mentorship in areas where I have experience.
- I share what has helped me integrate personal experiences.
- I discuss stigma or fears openly when needed.
- I give feedback kindly and directly, grounded in DBT.

4. Build and Participate in Rituals

- I participate in team bonding activities when able.
- I contribute ideas for rituals that build connection.
- I arrive on time and present to honor team space. I check in on teammates who seem overwhelmed. I celebrate others' growth and wins.

5. Actively Use DBT Skills

- I use DBT skills for my own emotional regulation.
- I share personal skill use when appropriate.
- I return to skills gently when I notice avoidance. I practice skills before/after team when needed.
- I view skill use as an ongoing practice.

Reflection Section

What helps me feel safe enough to be transparent on this team?

How do I respond to my own struggles and others' struggles?

What mentorship or support do I need right now?

What team rituals help me feel connected? What would I suggest?

How am I using DBT skills for myself, and where can I grow?