

Participant Guide (30 minutes)

Part 5 – GP Creating Healthy Teams



Overview

A team comes together for a common purpose. A **healthy team** is one in which attention is paid to how team members interact with each other in the service of achieving this purpose. In this seminar, we will review the common elements that support not only the achievement of goals, but also the effective functioning of the team, and the health of each team member.



Agenda

Team Culture
Weak/Strong Teams
Goals/Roles/Values
Team Membership
Connection
Coming Together
Questions to Ponder



Seminar Length: 30 Min.





Weak Team Culture

- Not enough attention to interpersonal interactions
- No sense of belonging; blame culture
- Lack of vulnerability among team members; cannot admit imperfections

Note: Consider whether one of these elements is operating in your team



Strong Team Culture

Depends on Psychological Safety

- Diffuses Selfishness
- Sparks Cooperation

Question: How do you personally create safety in your team?

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Teams

How We Work Together...

- Goals
- · Roles
- Shared Values
- Connection

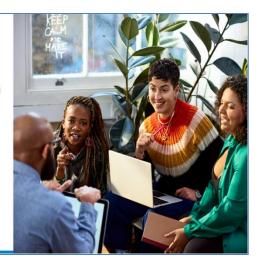
...Creates Community





Goals

Organization's mission
commitment
Team Functioning
interdependence
Team Members
health, meaning



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Roles

How do you influence?

Teacher mentor

Leader by example

Creative new ideas

Supporter helping hand

Messenger needed changes

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Shared Values

Responsibility goals
Reliability counted upon
Integrity honesty
Adaptability flexibility
Accountability self, others
Vulnerability seek help



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Team Membership Positive connections Collaboration Performance Value is made visible Sense of satisfaction

Connect

Purpose collective

Celebrate successes

Support losses

Accept fallibilities

Rituals stability

Fun lighten

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Synergy

The combined efforts of individuals produce an effect greater than the sum of their separate efforts

Definition of a Healthy Working Team

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Coming Together

We can, we will, we are one team
Sticks in a bundle are unbreakable
Tough times don't last, tough teams do

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Questions to Ponder

What role do you play in your team?

What would you say are the 3 most important values in a team?

How do you connect, on a personal level, with other team members?

Attitudes and behaviors are 'contagious'; what do you bring to the team?

What catchphrase would you use to describe your team?

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Resources for all stages of life: Parenting & Childcare

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- · Parent coaching
- · Tutors, mentors, programs for children with special needs
- · Teens, college and beyond New Baby Kit

Adult Care Needs

- Meals-on-Wheels
- Alzheimer's education
- · In-home, sub-acute, rehab care
- Free resource book

Legal & Financial

Legal Referrals

- Immigration · Family law
- · Estate planning
- Wills & trust

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ID theft resolution

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