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?

Teams

*How We Work Together...*  
- Goals  
- Roles  
- Shared Values  
- Connection  

...Creates Community
Goals

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

Roles

How do you influence?
Teacher mentor
Leader by example
Creative new ideas
Supporter helping hand
Messenger needed changes

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 → Meaning is enhanced
Collaboration → Quality is recognized
Performance → Value is made visible
Sense of satisfaction

Connect
Purpose: collective
Celebrate: successes
Support: losses
Accept: failabilities
Rituals: stability
Fun: lighten

Synergy

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

Definition of a Healthy Working Team
Coming Together

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

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?
Benefits

Your employer cares about you as an employee and as a person who lives a life outside the workplace. We at Concern understand how balancing these roles can make your life a juggling act in:

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- **Taking care of people who rely on you.**
- **Dealing with the stress of modern life.**
- **Handling loss and the unexpected.**

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