



Participant Guide (30 Minutes)

Part 5. 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



Webinar Length: Approximately 30 Min.

Weak Team Culture

- Not enough attention to interpersonal interactions
- No sense of belonging
- Lack of vulnerability among team members

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

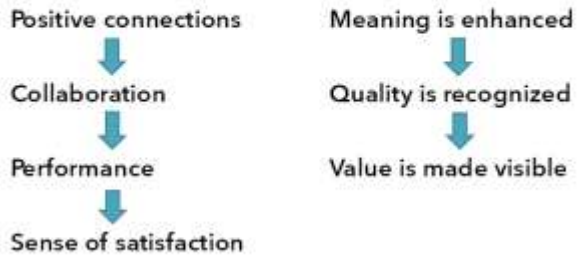


Shared Values

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



Team Membership



Connect

- Purpose collective
- Celebrate successes
- Support losses
- Accept fallibilities
- Rituals stability
- Fun lighten



Synergy

Definition of a Healthy Working Team

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



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 the 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 describe your team?



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Questions? Comments

Thank you!

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