



Building a Healthy Team

1. Think of some of the teams you have been a part of in the past. Describe in one or a few words the qualities of the very best teams...and the worst.

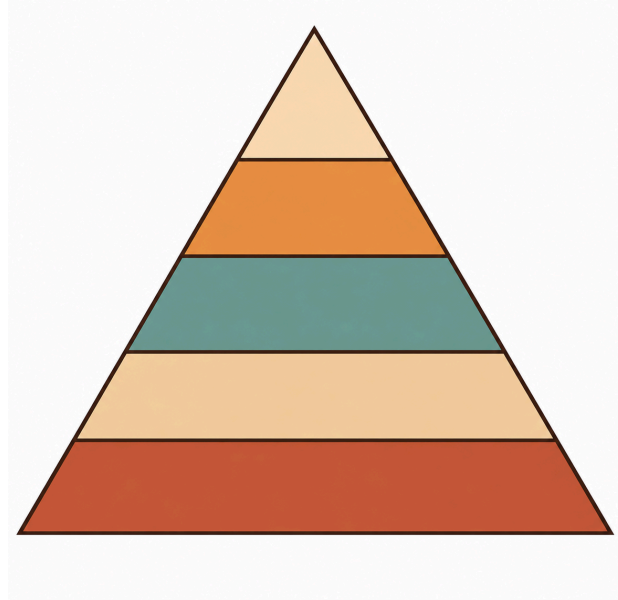
Best Teams

Worst Teams

2. What are some qualities of “Smart” teams?

3. What are some qualities of “Healthy” teams?

4. What needs to happen at each level to ensure your team is healthy?



Jot down your thoughts in a braindump session? Just write! Build

5. Consider the following Clarity Checklist for where you may be lacking clarity in principle...which can make clarity in practice difficult.

What is our Story? (Vision)	+	–
What essentially do we do and guarantee? (Mission Statement and Brand Promise)	+	–
What do we value seeing in our people? (Core Values)	+	–
What does each person do/what is each personally responsible for when it comes to accomplishing our goals? (Accountability Chart)	+	–
What is our focus/goal for this year? What must we achieve each Quarter to accomplish our goal for the year? (Thematic Goal and “Rocks”)	+	–
DO YOU HAVE ANSWERS TO EACH OF THESE QUESTIONS?	+	–
ARE THE ANSWERS CLEAR TO YOU?	+	–
ARE THE ANSWERS CLEAR TO EVERYONE ON YOUR TEAM?	+	–



Working Genius

1. **Pre-self-assessment- What would you guess is your working genius and what would you guess is your working frustration? Why?**
2. **What are you surprised by or are wondering about when it comes to the results of your assessment?**

3. Complete the following chart noting 5-7 of main responsibilities, how each connects with a working genius (or two), and then where those land for you.

Responsibility given your Role	Working Genius (W.I.D.G.E.T.)	Is it your Genius (G), Competency (C), or Frustration (F)?

Building Three Kinds of Trust

There are three kinds of trust that are essential for human relationships to be developed, grow, last, and bear fruit. The three kinds of trust a leader can develop with his or her team are as follows:

A team trusts the **leader's integrity**.

A team trusts the **leader's competency**.

A team trusts the **leader's personal care** for each member/the team as a whole.

1. Which trust do you hope your team has in you...Which of the three is most important for you to build?
2. Which trust is something you naturally form and keep with others?
3. Which trust does your team value the most (whether you have it with them or not)?



4. **Think of that one member on your team where there may be no trust or trust has been strained. What happened? What can you do to build or restore trust?**



Plan for Building Trust

Which of the following can you implement tomorrow? How will you do it? Who can help hold you accountable?

Train yourself to consider first whether others trust you vs. if you trust others.

Remember people matter more than policy, process, procedure, productivity, and programs.

Understand that people *crave* different kinds of trust.

Share from the heart at times; people need to see you as real, genuine, and vulnerable.

Teambuilding is always worth the time; be intentional about building trust.