



Building (and Keeping) A Cohesive Team

Remember, changes do not happen overnight! Be consistent and persistent, using these principles to help your team create a culture of improvement and growth.

Infographic: 7 Strategies to Building (and Keeping) the Dream Team

<http://www.treinen.com/wp-content/uploads/2017/11/Building-cohesive-teams-infographic-1.pdf>

Strategies and Ideas to Implement

1. Understand that we bring ourselves to work

Start team meetings with a quick round table asking a non-threatening question such as, "If you could only choose one vacation destination where would you pick and why?"

- Ideas for get-to-know you questions: <https://www.thebalance.com/fun-ice-breaker-questions-1918413>
- Easy team building activities before meetings: <https://wheniwork.com/blog/team-building-games/>

2. Get to know your team

Consider having your team take a personality typology assessment such as Myers-Briggs, CliftonStrengths, or Everything DiSC (links below).

- The Myers-Briggs Type Indicator: <http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/>
- CliftonStrengths Assessment: <https://www.gallupstrengthscenter.com/Home/en-US/CliftonStrengths-How-it-Works>
- Everything DiSC Assessment: <http://www.everythingdisc.com/Home.aspx>

3. Customize your approach

Consider regular one-on-one meetings with your team members to find out if they are getting what they need to be successful.

- YouTube video: Building a psychologically safe workplace: Amy Edmondson at TEDxHGSE: <https://www.youtube.com/watch?v=LhoLuui9gX8>

4. Clarify process, approach & roles

- Treinen Two-Page Project Charter Template: http://www.treinen.com/wp-content/uploads/2017/11/CharterTemplate_Treinen.docx

5. Encourage dissent

Specifically ask team members one-on-one or in meetings for feedback or different solutions.

- Focusing On Interests Rather Than Positions:
<http://www.mediate.com/articles/tnsc.cfm>

6. Learn to listen

Example questions to hear what people are saying: Can you tell me more about that? What are you worried will happen if we do it (or don't do it) this way? Can you tell me what would work better for you?

- Engaged Feedback Checklist:
<http://buhx139thfh1fcf2n21cd78o.wpengine.netdna-cdn.com/wp-content/uploads/2017/10/Engaged-Feedback-Checklist-Download.pdf>

7. Cultivate trust

Develop a standard response ahead of time that you will use in person and in emails when someone provides ideas, bad news or concerns.

- YouTube video: The Anatomy of Trust: Brené Brown:
<https://www.youtube.com/watch?v=ewngFnXcqao>
- Activities to improve work culture long term:
<http://www.snacknation.com/blog/team-building-activities-for-work/>

For more than 15 years, Treinen has provided premier management and IT consulting in the Northwest. We deliver value to our clients and their customers by focusing on their needs and providing them with the best resources to get the job done.