10 PRACTICAL WAYS TO ENHANCE TEAM DYNAMICS

(Dan Rockwell, “The Leadership Freak” blog)

Dangers:

Bad habits set-in apart from intervention.

7 dangers:

1. Focus grows fuzzy.
2. Energy declines.
3. Tensions are tolerated.
4. Self-protective behaviors take root.
5. Dead weight is condoned.
6. Average is accepted.
7. Dominant members control.

The 13 Rules of engagement:

1. Celebration: describe wins at every meeting.
2. Transparency: declare yourself. Hidden agendas are unacceptable.
3. Exploration: add to ideas.
5. Honor: difference is strength not weakness.
7. Candor: point out what isn’t working.
8. Accountability: deliver on commitments.
10. Clarity: ask questions before drawing conclusions.
11. Flexibility: be willing to change your mind.
12. Results: who does what by when?
Enhancing dynamics:

4 questions individuals can ask the team:

1. What strengths do I bring to the team? (name three)
2. When am I most useful to the team? (identify a situation or interaction)
3. How could I better contribute to the team? (describe an observable behavior)
4. What are your hopes for me in relation to the team? (meaningful contribution)

6 Fill-ins for teams:

1. Our job is to ________.
2. We’re successful when ________. (describe results or interactions)
3. I’d like to try ________. (describe projects or team dynamics)
4. Our team would be better if _________. (describe in behavioral terms)
5. I’m uncomfortable discussing ________. (point out the elephant in the room)
6. I’m proud when ________.

Application (for later use):

Choose three questions or fill-ins to begin your next meeting. Work on the team not just on projects.

Tip:

Spend more time on positives than negatives.

How can leaders enhance team dynamics?
