

This Week is About...

building trust and creating stronger relationships by learning what members of our team need when there's a tough topic to discuss or problem to solve.

Why it Matters

If people don't feel like they can speak up, problems go unsolved, and often get bigger. Understanding how to approach a challenging topic or recurring issue helps us overcome problems and hurdles faster so we can keep moving forward as a strong, unified team.

During Your Team Meeting

*Remind everyone to bring their completed Personal Challenge worksheet 📄👉

The form is titled 'PERSONAL CHALLENGE' and is part of the 'TEAM COMMUNICATION' guide. It contains six numbered sections for reflection:

- Here's what I need from you when you need something from me:
- I shut down immediately when you do this:
- When I work hard, here's what I need to hear:
- When I make a mistake, here's how I need you to discuss it with me:
- When I miss a deadline, here's the best way to check in with me about staying accountable:
- If we need to talk about something serious, I need:

STEP 1. Get the discussion going

- ? How easy do you think it is for us to approach each other with tough situations?
- ? What do you think are the biggest roadblocks we have in communicating issues across our team?

STEP 2. Personal Challenge Worksheet Share

Split your team into groups by Personality Style, or put them in pairs, to share how they answered the questions on their worksheets and look for similarities in their answers.

Give them about 5 minutes then ask each group to share with the room:

- ? What do you see in your answers that can be attributed to your Personality Style? (ie - Action needs to know the goal first. Structure needs all the information. Relationship needs calm and privacy. Possibilities needs positive conversation.)
- ? What are some of the differences we notice in our answers?
- ? As a team, how do we stop from shutting each other down?

STEP 3. Session wrap-up questions

- ? When there is an issue, how can we remember to approach each other in the ways we all need? Especially between Relationship Style and Action Style.
- ? What's one new action you will take to improve communicating with someone on this team going forward?