

Team Building

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Team Building

“Individual commitment to a group effort...that is what makes a team work, a company work, a society work, a civilization work”

-Vince Lombardi

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Together Everyone Achieves More

Team: a group of people working towards a common goal.

Team Building: a process of enabling the team to achieve its goals.

Stages of Team Building: clarifying the goal, identifying the inhibitors and removing them.

Teams Will . . .

Achieve: Members need to understand the purpose of the group, its goals, and how their efforts help achieve those goals. The work must be perceived as important.

Recognize: Members need to feel recognized for their achievements. They must know that others see the efforts they put forth. Recognition of members should be an on-going process.

Enjoy: Members should have a fun time. Most group activities should have an element of FUN in them, even if it is serious.

Grow: Members need an opportunity to gain new skills, to take on responsibilities, to be successfully trained, and to feel that they have a future within the group.

Participate: Members must be given the opportunity to participate in the organization's work. They must be trained and trusted to complete tasks.

Satisfy: Members should leave meetings and events feeling that their contributions were acknowledged, and that they, as well as the group, did the best work possible.

Techniques For Improving Teamwork

- Establish team goals with all team members.
- Organize and plan for the future.
- Take time to get to know members.
- Build a motivating environment.
- Lead and work with a positive attitude.
- Share a commitment with one another to do your best.
- Open up communication lines.
- Build a sense of trust and belonging in the team.
- Encourage new ideas.
- Support all members.
- Everyone is involved through some role.
- Continue to strive to be the best team possible.
- Think of the possibilities, not limitations.
- Reward and celebrate together.

Characteristics of Effective Teams

- Members are open and honest in their relationships with each other.
- Members have a positive attitude.
- A sense of trust is found among members.
- Members feel a sense of belonging and have emotional ties with other members.
- Participation is acknowledged and encouraged.
- Communication lines among members is open.
- Members support one another in all endeavors.
- Member differences help the team reach their goals.
- All members work towards team goals.
- Leaders and members work together toward common goals.
- Members share their unique talents and knowledge.
- Members strive to understand each other's point of view and respect them and each other.
- Members work together to resolve recognized conflict and compromise.
- All members participate in decision-making.
- Leaders are team-centered.
- Diversity is encouraged and accepted.
- Members are goal-oriented and motivated.
- Members are rewarded.
- All members understand the team's mission/purpose.
- The team learns from it's mistakes.
- The team is not afraid to take risks and try new things.

Team Evaluation~ How are You Doing?

0	1	2	3	4	5
never	rarely	sometimes	often	usually	always

- ___ Goals are established and clear to all members.
- ___ There is honesty and openness between members.
- ___ All members feel part of the team.
- ___ Relationships of trust exist between members.
- ___ Members are free to be themselves.
- ___ Members are actively involved.
- ___ Members take the time to get to know each other.
- ___ Members hold a positive attitude.
- ___ Members recognize and resolve conflict within the group.
- ___ Members support and accept one another.
- ___ Decision-making is a group activity.
- ___ Members do their best for the team.
- ___ Members take pride in the team.
- ___ The team recognizes and rewards member achievements.

Total: _____