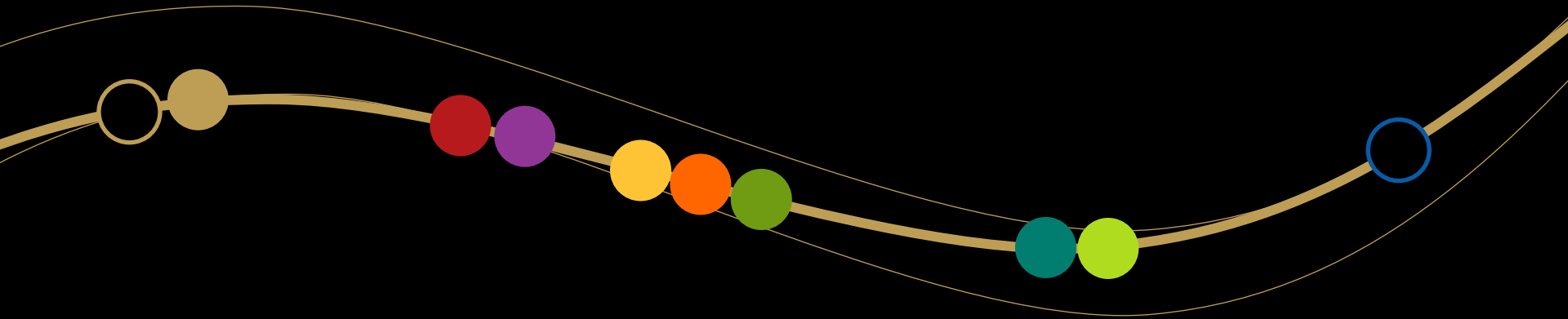




Discovery Insights[®]

Building Effective Teams

Looking at practical use of Insights Team Effectiveness



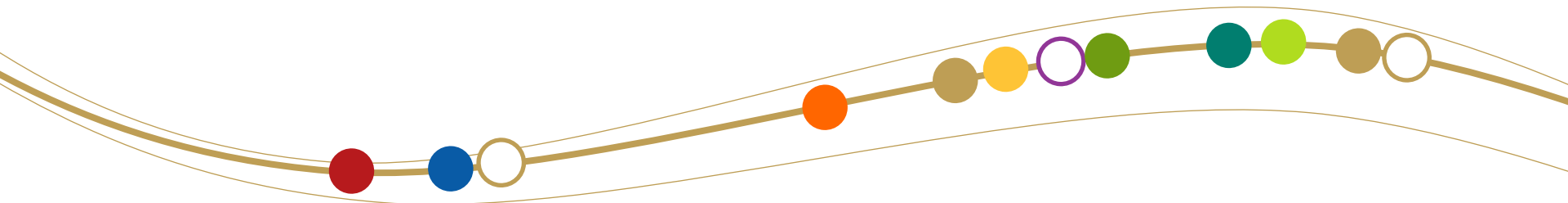
Shaun Rowland

You and Your Team



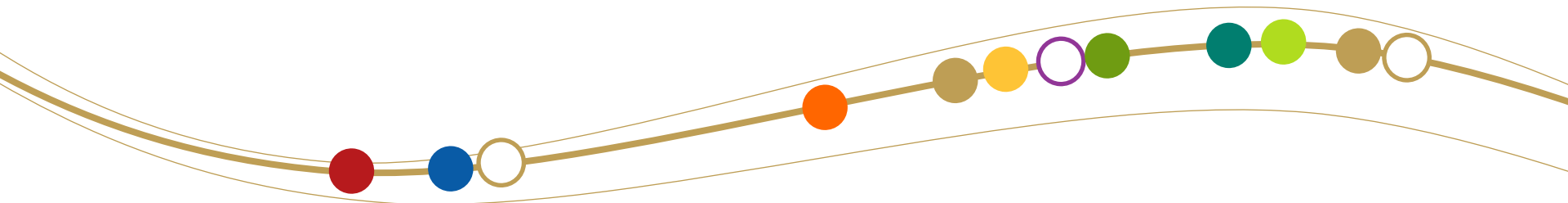
A-Z of Effective Teams

- In your teams, write down a word beginning with each letter of the alphabet, which describes an important area of effective teams.
- Move to another flip and allocate a colour energy to each word.
- Tally the number of words of each colour energy.



A-Z of Effective Teams

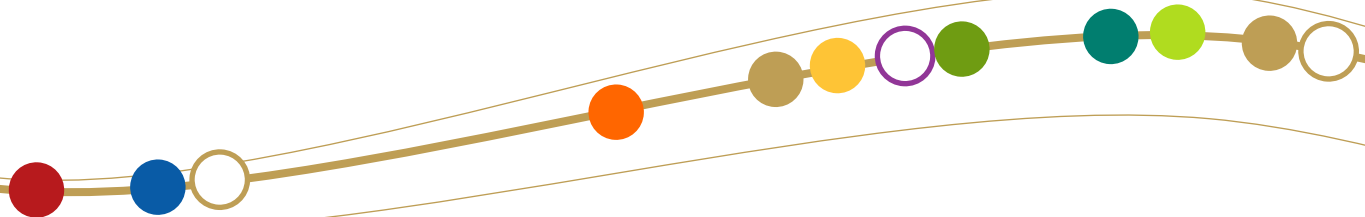
- Return to your original sheet and assess the balance of your output.
- How does this relate to your collective colour energy preference?
- Is there a bias? Even split?
- What does this say about your group?
- Conclusions from the activity?



Puzzle Exercise

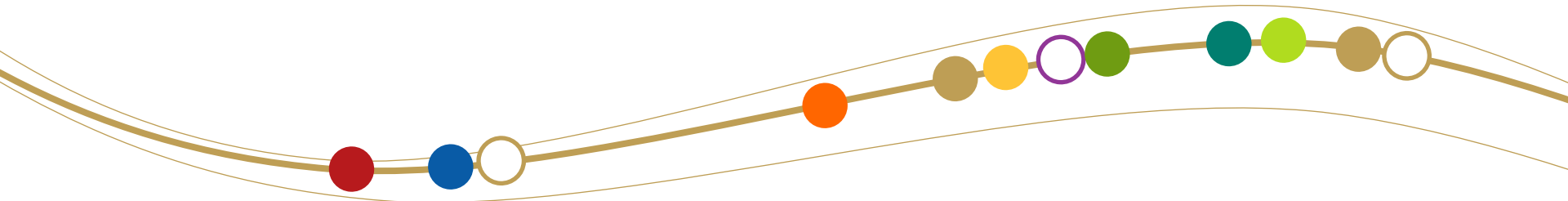


- Divide into three groups
- Nominate one person from each group to receive instructions for exercise



Puzzle Exercise – Debrief

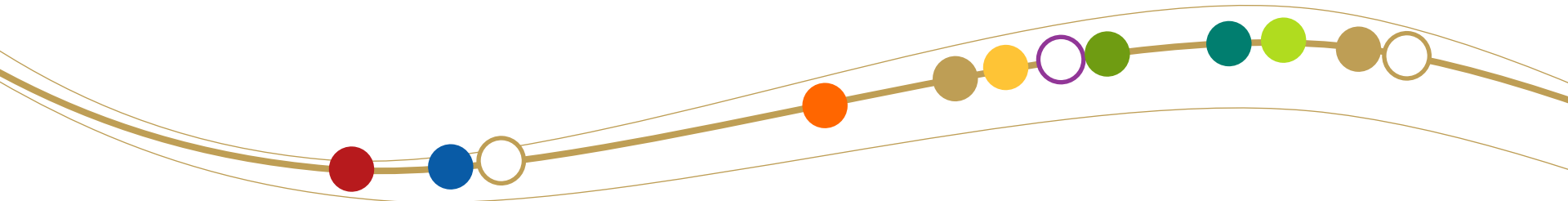
- Did your team have a shared purpose and inspired allegiance?
- Were team members given encouragement, resources and authority to take full responsibility?
- Were individual differences valued and was diversity in the group utilised?
- Was conflict dealt with openly, seeking resolutions through a willingness to seek win-win solutions?
- Were strategic relationships created and fostered?



How do You View Your Team?



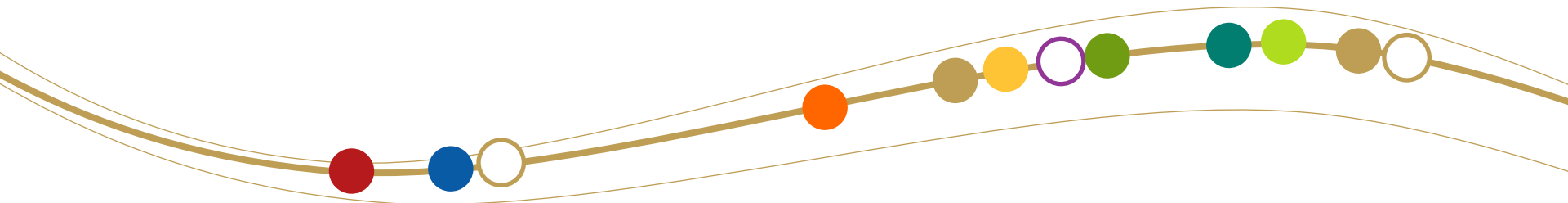
- If this team were a country, it would be ...



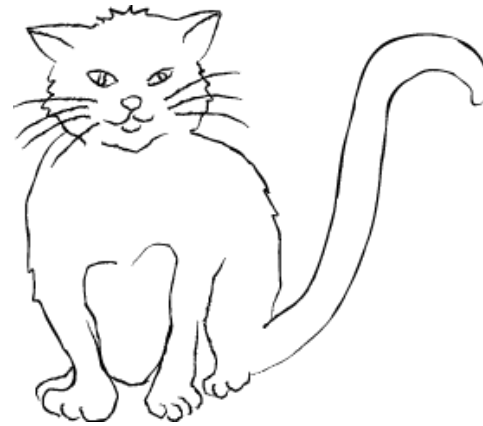
How do You View Your Team?



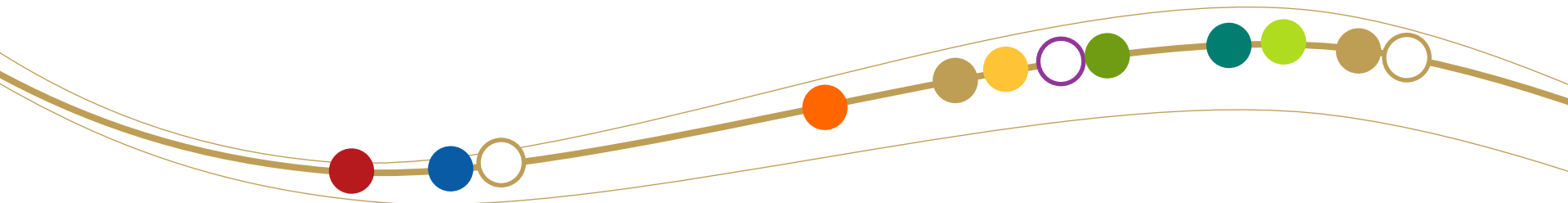
- If this team were an article of clothing, it would be ...



How do You View Your Team?



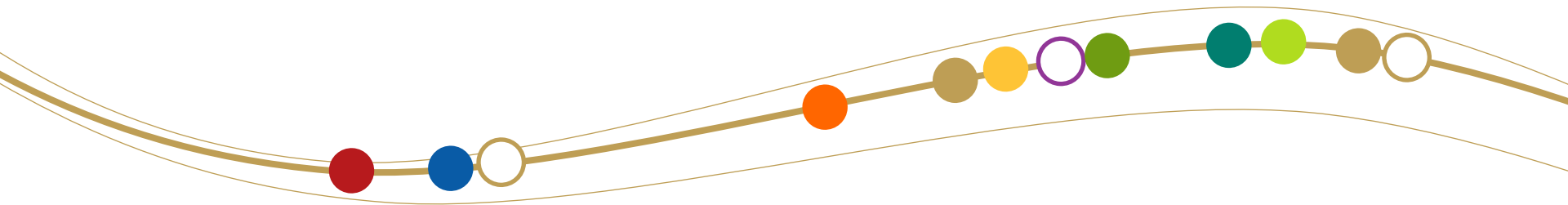
- If this team were an animal, it would be ...



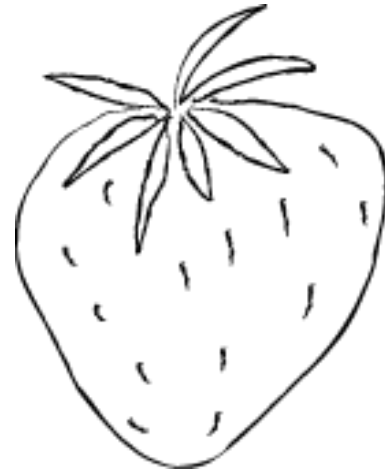
How do You View Your Team?



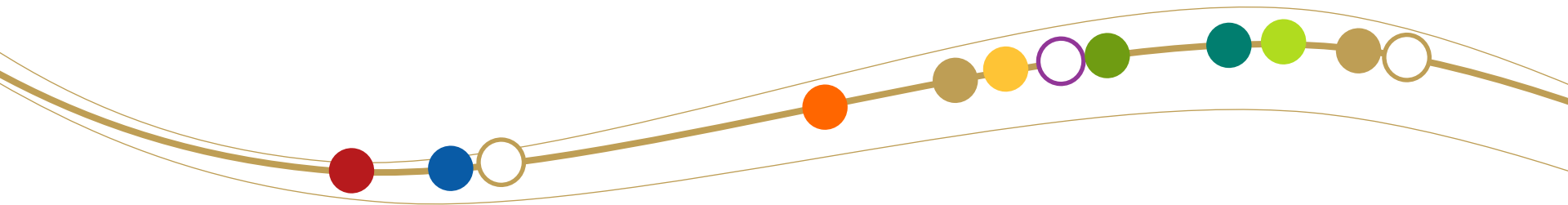
- If this team were a song, it would be ...



How do You View Your Team?



- If this team were a food, it would be ...



Colour Energies in Your Team

Cool Blue

Earth Green

Sunshine Yellow

Fiery Red

Oliver

Ronald

Chris

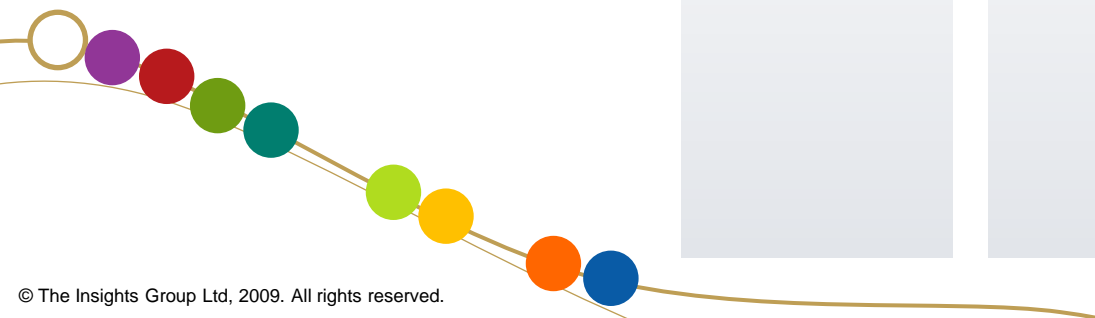
Scott

David

Margaret

Iain

Helen

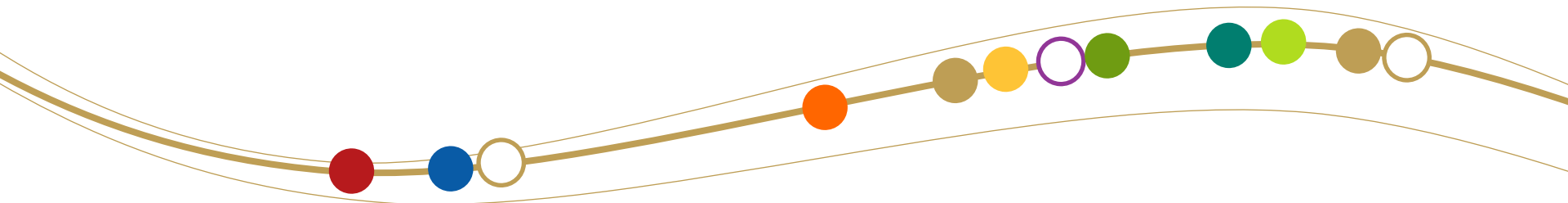


Team Dynamics

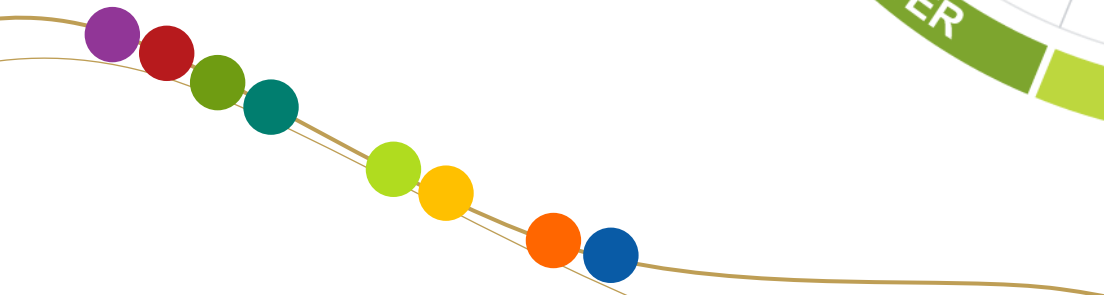
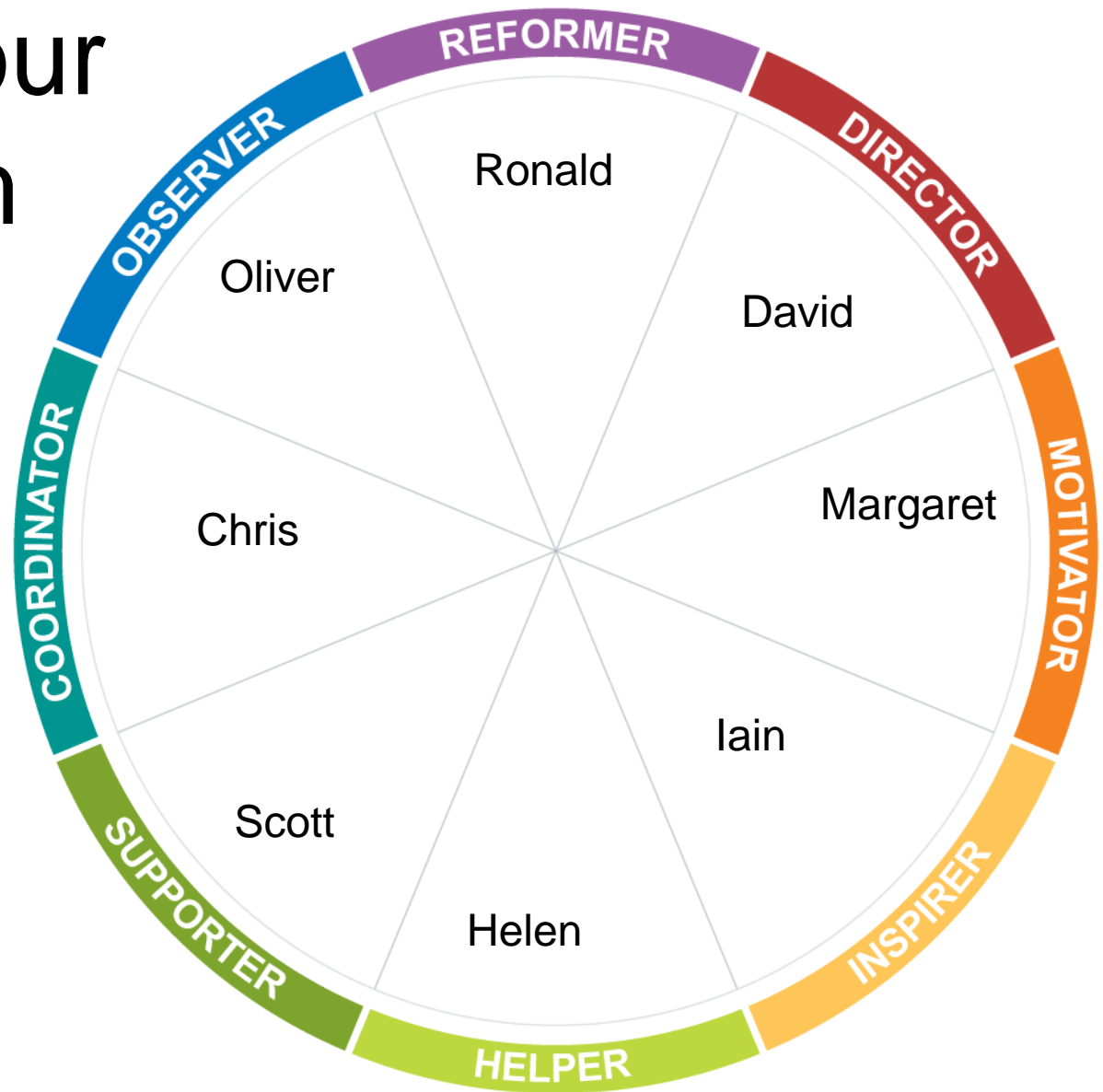
Exploring the Team Wheel

The team wheel shows where all team members sit on the Insights Discovery wheel. This can be beneficial in three key ways:

- To enable team members to evaluate how each individual's colour energy preferences sit within the team as a whole.
- To help the team see the collective distribution of types and assess where the team is likely to have its strengths and challenges.
- To help to understand how and where relationship challenges may occur in the team, for example between 'opposite types'.

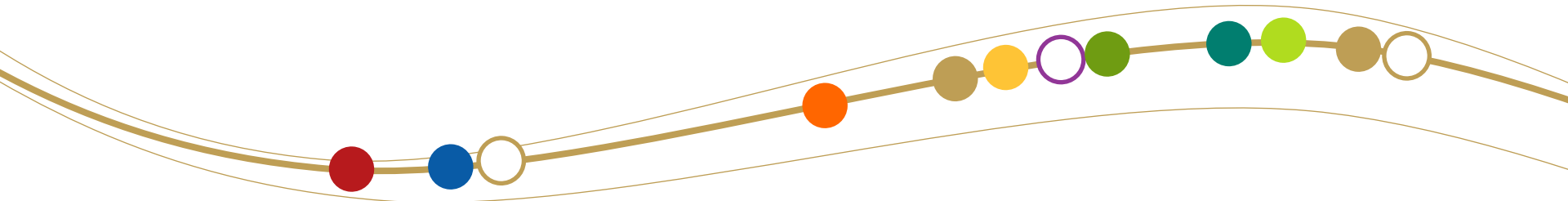


Review Your Own Team Wheel

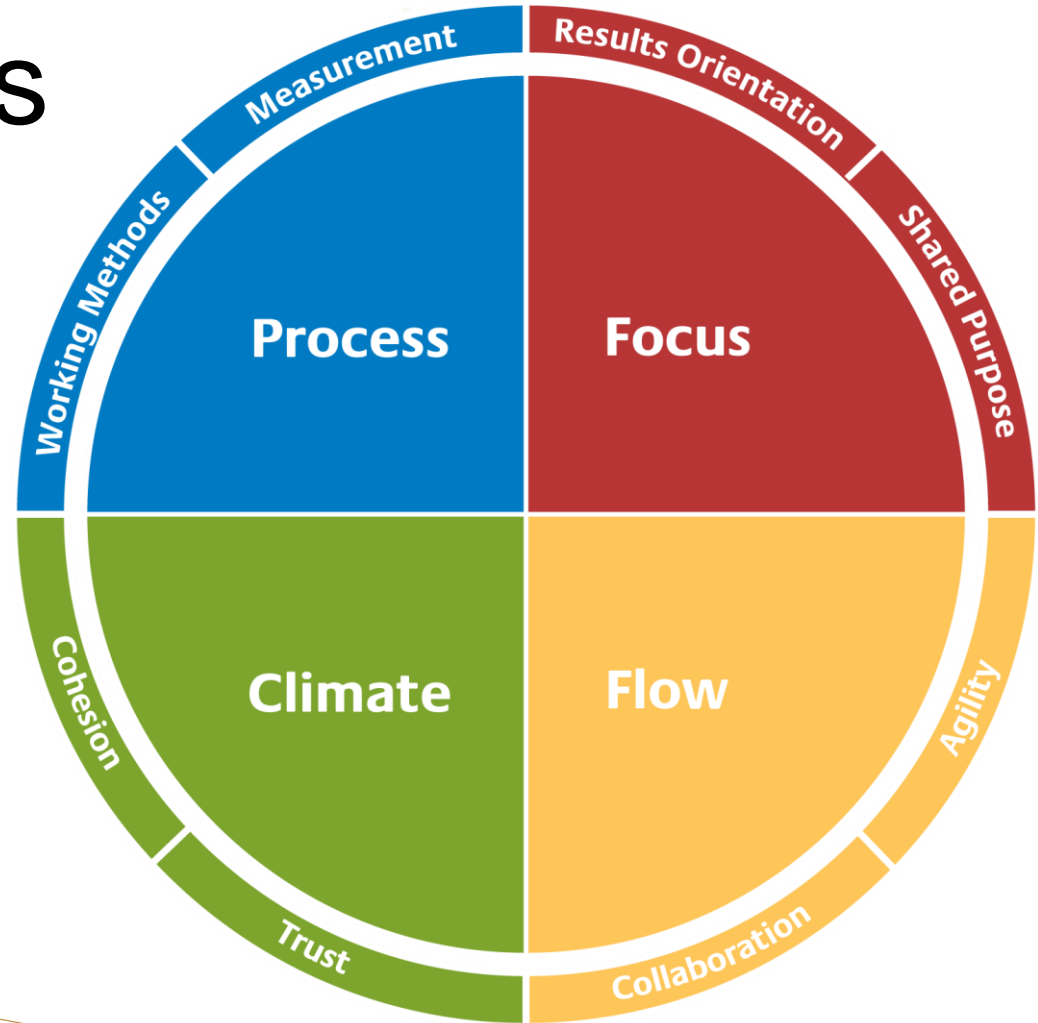


Your Value to the Team

- What do you consider to be the greatest value you bring to the team?
- Describe how and when the team has benefitted from this.
- How could you bring even more of this strength to the team?



Team Effectiveness Model



A team that is **focused** will:

- have a clear direction
- know their vision and goals
- have their sights firmly on the deliverables
- take action on the 'right' things
- be accountable for what they have committed to



When a team is in **flow**, they:

- create solutions and solve problems collectively
- engage in dialogue
- learn as a team
- respond quickly to external input
- make the changes necessary to overcome obstacles



In a positive **climate** the team has:

- a high level of trust
- a high degree of engagement and motivation
- the willingness and ability to delve into challenging discussions
- the ability to maintain cohesion under pressure
- a genuine sense of caring and support



If the team has effective **processes**, it has:

- clear roles for each member
- roles that are linked and interdependent
- the right mix of capabilities within the team members
- a clear decision making process
- measurements place to monitor progress



Team Effectiveness

Positive +

Negative -

FOCUS

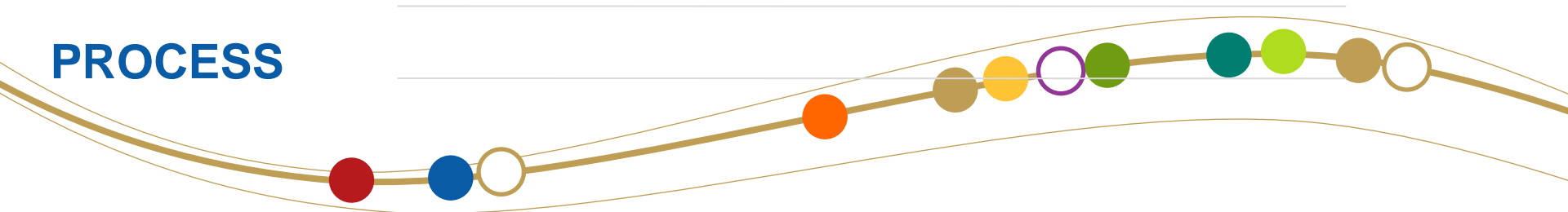
We frequently take our eye off the ball.

FLOW

CLIMATE

Colleagues listen when I have a problem.

PROCESS



Your Ideal Environment











Insights Discovery 3.5 John Greth Page 17

Management

Creating the Ideal Environment

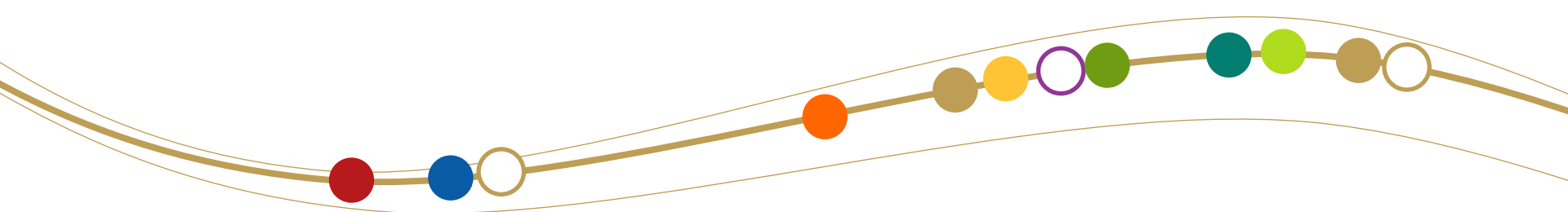
People are generally most effective when provided with an environment which suits their preferences and style. It can be uncomfortable to work in an environment which does not. This section should be used to ensure a close match between John's ideal environment and his current one and to identify any possible frustrations.

John's Ideal Environment is one in which:

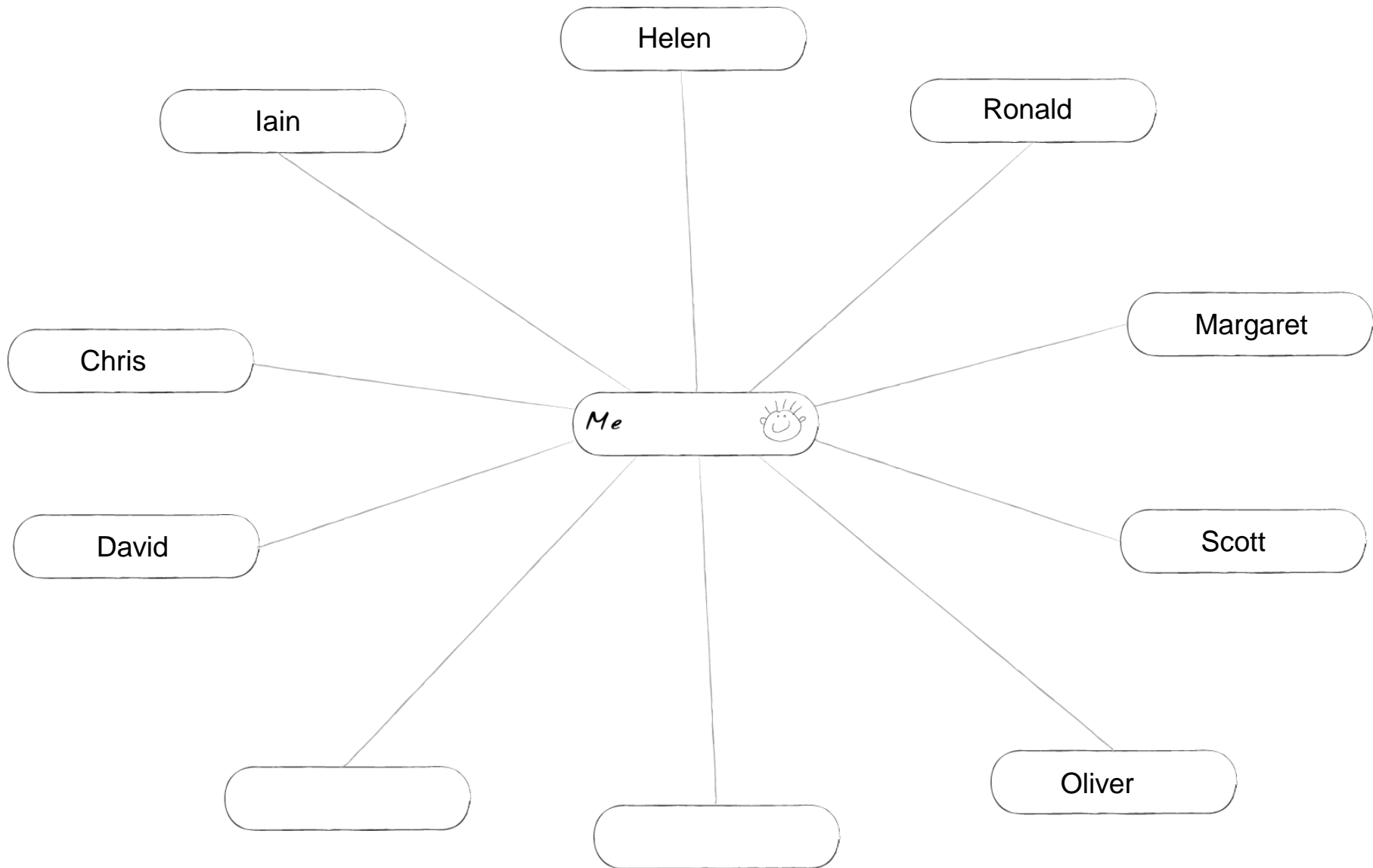
-  He can have his own work space.
-  A comprehensive welfare policy is provided.
-  There are opportunities to socialise with colleagues in and out of work.
-  Goals and outcomes are first agreed in writing.
-  Hard work is rewarded with feelings of fellowship and security.
-  Information is in close proximity, ensuring economy of effort.
-  He has freedom from authority and bureaucracy.
-  Family and outside personal interests feature prominently.
-  There is no antagonism or friction.
-  In a low key way, he is continually encouraged to seek out fresh challenges.

Personal Notes

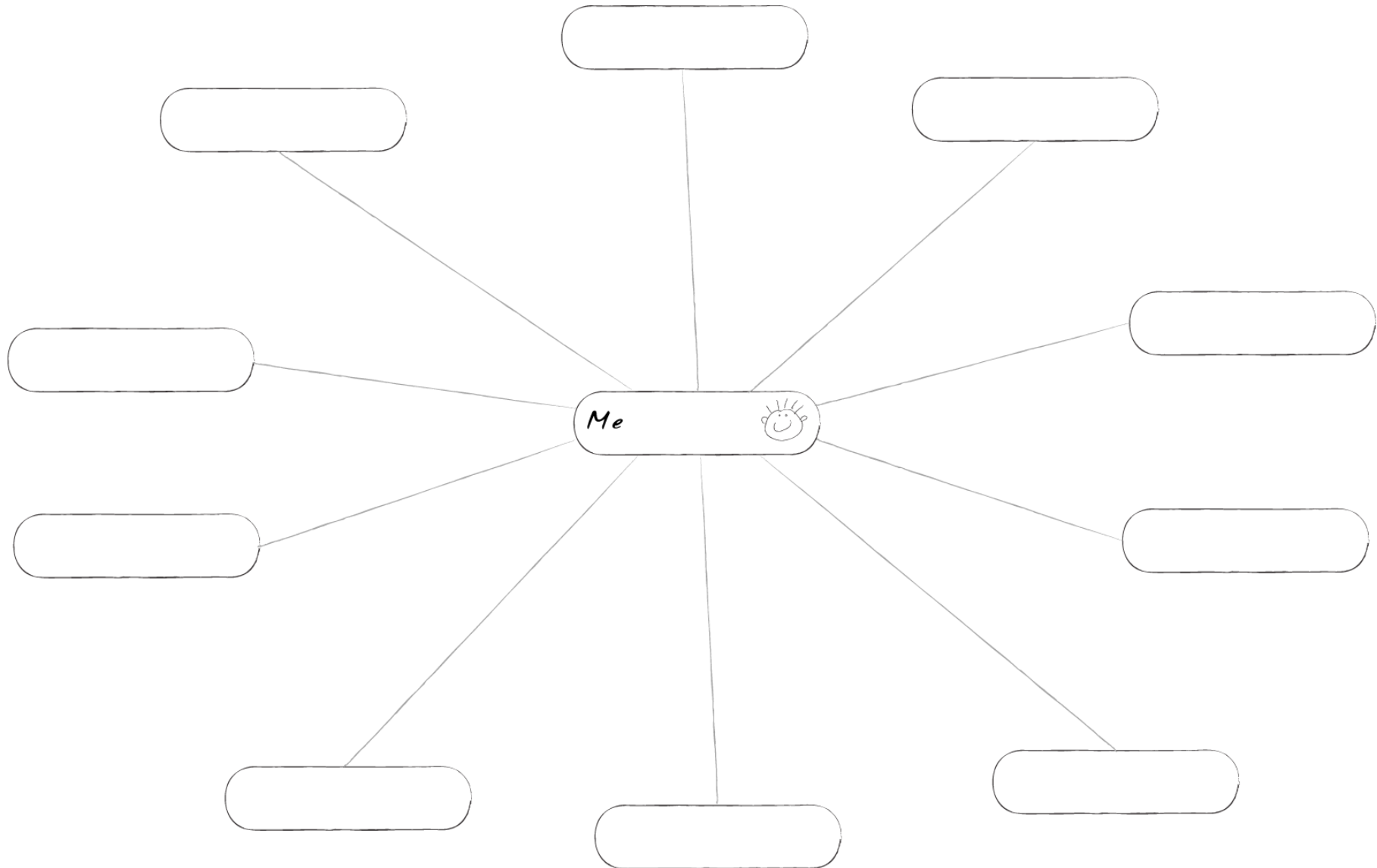
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Contract of Commitment



Contract of Commitment



Committing to Action



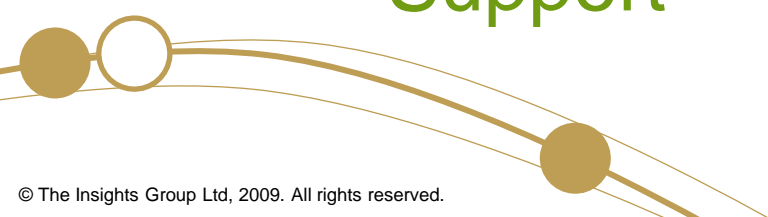
What is your goal?

Why?

Actions

Engage
Support

Visualise



Your Journey Continues ...

How will I adapt my
behaviour?

What did I
discover about
my team?

What is my key
action?

What do I appreciate
about others in my team?

