

Ten Symptoms of the Need for More Effective Team Building

1. People have opinions they do not express in the group.
2. In group discussion, opinions are often stated to which nobody responds.
3. There is confusion about assignments.
4. The group's plans are consistently determined by one person or by a small clique.
5. People are more concerned with exercising power in the group than with trying to get the job done effectively.
6. Differences and conflicts within the group are denied, suppressed, and avoided.
7. There are noticeable grievances and complaints among team members.
8. There is a high degree of tension.
9. There is little understanding of or commitment to the group's goals.
10. There is little commitment to take action on the group's decision.



Resources for Team Builders

The Complete Idiot's Guide to Team Building
Arthur Pell

Team Building Activities for Every Group
Alanna Jones

50 Creative Team Openers and Energizers
Bob Pike and Lynn Solem

Team Games for Trainers
Carolyn Nilson

25 Activities for Developing Team Leaders
Fran Rees

The Big Book of Humorous Training Games
Doni Tamblyn and Sharyn Weiss

www.businessballs.com/teambuildinggames.htm

www.educationalconsulting.ca/icebreak.htm
[#Secret%20Agent](https://twitter.com/Secret20Agent)

www.eslflow.com/ICEBREAKERSreal.html

** These and other resources are available in the Leadership Development Center's Resource Library. Come in and check them out!*

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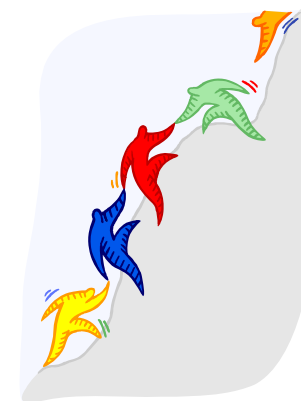
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Team Building



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UNDERSTANDING TEAM BUILDING

Team—an energetic group of people who are committed to achieving common objectives, who work well together and enjoy doing so, and who produce high quality results.

Team Building—the process of creating a team.

The foundation of good teamwork is having a shared commitment to common objectives. Without this, all other forms of team building will have a limited impact. Before using any team building exercise you need to put a foundation of shared commitment in place by:

- Clarifying the team goals.
- Building ownership and commitment to those goals across the team.
- Identifying any issue which inhibits the team from reaching their goals.
- Addressing those issues, removing the inhibitors, and thereby enabling the goals to be achieved.

Ground Rules for Team Building

- Respect the differences of those that you may come in contact with.
- Behave in such a manner that is positive to the mission of your organization.
- Be open minded.
- Be patient.
- Challenge yourself and others to become a better leader and team member.
- Have fun!

Recipe for Successful Team Building

Ingredients

- A block of uninterrupted time (2-4 hours)
- A comfortable, informal environment
- A relaxed, open-minded group of people
- An agenda of activities to stimulate growth, sharing, and bonding

Mix well.

Ten Characteristics of Effective Teams

1. People comment that they enjoy being members of the team.
2. The official team leader helps to create a supportive team atmosphere.
3. Members feel little tension when working together.
4. Differences and conflicts are discussed openly.
5. Members feel free to express ideas, thoughts, and concerns.
6. Members listen to each other and respect comments and suggestions.
7. The people who influence a team decision most are those who are most informed about the topic at hand.
8. Members have a high degree of confidence and trust in each other.
9. Members understand and believe in the team's goals.
10. When the team takes action, clear assignments are made and accepted.