

TEAMBUILDING TIPS

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1. **Reassess where your team stands: Goals, Roles, Attitudes?**
2. **Regularly ask yourselves the “It” question! “What is it ... that if we did more of it, less of it, or continued doing it, would pay off in significant ways to our effectiveness?”**
3. **As a teammate ...**
 - (a) Don't become isolated
 - (b) Exercise patience/tolerance
 - (c) “Watch the upside, protect the downside”
 - (d) Don't allow deadly comparisons
 - (e) Consistency counts
 - (f) Be fair and friendly
 - (g) Openness helps
 - (h) Participate ... don't hold back!
 - (i) Maintain a learning attitude
 - (j) Watch your own morale
4. **Transform your style:**
 - (a) Ask a teammate for feedback
 - (b) Get an objective observer to evaluate you
 - (c) Watch your defensiveness
 - (d) Paraphrase/restate/exhaust it
 - (e) Ask for assistance/help
 - (f) Develop an inspiring vision
 - (g) Use positive self talk
 - (h) Ask yourself: “would you want to work with you?”
5. **Be on the lookout for “low-cost” motivators**
 - (a) The Golden Rule, if taken too literally, may not always work
 - (b) Be on the alert to catching people doing good work
 - (c) Don't be afraid of personalizing a work environment
6. **Get your team to develop an ethic for “Fair Fighting”**
 - (a) Precall potential problems in advance
 - (b) Determine “upfront” how problems will be dealt with ...!