Why Teams Fail

and how to foster success

Tiffanie Wick & Katie Crawford
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Welcome!

We hope you'll find this a helpful space to jot down notes and ideas.

We have found that we become super inspired by a workshop or presentation, filled with ideas and energy. Then sadly, over time inspiration fades and the ideas generated are lost - unless we have something to keep that momentum churning... like slides & notes.

How to use your playbook:

Throughout this presentation we will provide prompts to encourage goal setting, ideas, and planning so that you can follow up whenever inspiration strikes.

We'll also provide a reproducible SMART goal worksheet embedded in this handout and a separate resource list available for download.
Workshop Outcomes

Participants will:

• learn about the Lencioni's model of the five dysfunctions of a team.

• identify each dysfunction and some of it's common causes.

• gain information and resources to mitigate dysfunctional team behaviors.

• learn how to create SMART goals and set boundaries.
Your Story

We asked you to draw an emoji on the whiteboard to describe your team(s). Whether you are a team leader, a team member, or both, how do you feel about your team(s) right now? Why?
Effective Teams

How do you define an effective team?

The Five Dysfunctions of a Team, Patrick Lencioni
Getting from a LACK OF TRUST

WHAT BEHAVIORS INDICATE A LACK OF TRUST WITHIN YOUR TEAM(S)?

WHAT OPPORTUNITIES DO YOU SEE? HOW WILL YOU BUILD TRUST?
TRIANGLE OF TRUST

Authenticity

Logic

Empathy

Notes:
Team Norms

Which norms are already in place in your organization?

What are some norms would you like to adopt within your team(s)?

Google's *Project Aristotle* is a great place to start thinking about team norms. https://rework.withgoogle.com/guides/understanding-team-effectiveness/steps/identify-dynamics-of-effective-teams/
How do you approach conflict?

Can you think of an example where failure to work through a conflict productively held back your team?

What would you do differently?
Emotional Intelligence

Looking to increase your EQ?

1. Reflect on your responses to situations, people, etc.
2. Hit the "pause" button before reacting/responding.
3. Explore the "why" - yours and theirs.
4. Attempt to see things from another's perspective with empathy & compassion.
5. It's not personal... choose to take criticism as an opportunity to learn


Know Thyself

Write down as many of your "hot buttons" as you can in five minutes. Optional: Turn it into a team activity and share your "hot buttons" with each other.

Scannell, 2010

Increase your leadership EQ

1. Treat people well, with respect so they feel valued.
2. Honor your word; say what you mean and mean what you say.
3. Avoid spreading your focus too broadly.
4. Keep your people in mind along with the outcome.
5. Be clear and consistent.

Failure is not a four-letter word.

F - First
A - Attempt
I - In
L - Learning

What holds you back from attempting something you really want to do? Be as specific as you can.

How will you use the idea of F.A.I.L?

How has failure propelled you forward?
Setting SMART Goals

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<td><strong>Specific</strong></td>
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<td>What do you wish to accomplish? Think about who, what, where, how, and why.</td>
<td>How will you determine if your goal is met? What metrics will measure progress?</td>
<td>What knowledge, skills, support, etc. will you need to make it happen?</td>
<td>Is this goal realistic &amp; results-based? Is the timing right? Are you the right person?</td>
<td>Set a target date for your goal. Create a time-table for progress checkpoints.</td>
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<td><strong>My Goal:</strong></td>
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https://docs.google.com/document/d/12fD2mfsv_DAIUl63aOt65tkg55NprUhpqwM-Gjyo/edit?usp=sharing
Thank you!

We'd love to hear from you!

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