

# Pondering Point

Why do we build teams? Teams help us spread out the responsibilities of a project and find solutions to problems. This can be in a work environment, at home or anywhere. An effective team member requires more than just technical ability; they require some social emotional skills as well. Put simply, a team is more than what it looks like on the surface – it is the strength in character of its members and the process by which they use all their skills to succeed.

In “horizontal teams” where multiple people share command and mutual decisions are made, it’s important to first identify the objectives and tactics of the task at hand and then know what each member brings to fulfill that mission. **Being part of a team gives its members a great chance to exercise their Character and social competencies.** Aside from their technical skill set, what other skills do each bring to the group? Passionate, energetic participants will help to spread the awareness of the mission and create a positive, effective team environment – for everyone.

## Who’s on your TEAM?

Assuming that people have the right technical skills for the work to be done, what other factors would you use to select your team members?

**Imagine... working with a team that comes together, shares together and succeeds together.**

### — From Pondering to Practice —

#### **Activity**

In the next meeting you have with your team...

#### **Try this → Re-Introductions**

- Hang a piece of paper on the wall that describes the objectives and goals of the team.
- Also hang blank pieces of paper around the room with each team member’s name on it.
- Have all members go around the room and identify 1 or 2 talents they feel each member brings to the group.
  - Start on your own piece of paper first. List your talents and then go around to others.
- Now go around the room and introduce yourselves to the group using the descriptions that others have given you.
- Align the talents and skills of the team members to the goals.
  - *Do we have all the pieces we need to reach our goals?*
- Discuss what may be missing.
- **Finally, celebrate the strengths and creative diversity of everyone in the room!**

#### **Self Reflection Activity**

Reflect on the last experiences that you had with a team.

- Did you listen to other team members without judging them?
- Did you compliment other members of the team when they have worked hard or overcome a challenge?
- If you had problems, did you tactfully explain it to the right people?
  - Did you keep it inside until the problem(s) became much bigger?
- Were you flexible enough to try new ways of doing things?
- Were you able to take on responsibilities and share the workload?
- What did you learn from the experience?
  - What did you learn from your team members?
- Were the objectives and tactics of the group ethical?
- What would you have done differently?
- Are there areas that you can grow personally based on this experience?

***“Talent wins games, but teamwork and intelligence wins championships.”***

– Michael Jordan