

Team Contribution Purpose
In everything we undertaking, there is a common thread (of contribution) that motivates us to do it. How do we want to make a difference with our services&products?

<p>Team</p> <p>External Us vs. Them Dynamics 1a</p> <p>Internal SFPs / Us vs. Them 1b</p>	<p>How We Make Them Bad with Other Groups (External) 2a</p> <p>How We Make Them Bad Within Our Own Team (Internal) 2b</p>	<p>Agreements for 2A 3a</p> <p>Agreements for 2B 3b</p>
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<p>Individuals Dysfunctions 1c</p> <p>What is the most important individual dysfunction that each team member has identified?</p> <p>Dysfunction: -List by team member name -Describe actual dysfunction (not the preferable positive behavior) -Use Learning Inspiration chart box 3a</p>	<p>Practices 2c</p> <p>Practice: -For each individual dysfunction, what practice or behavior do you want to implement instead?</p>	<p>Common Dysfunctions & Cultural Traits 3c</p>	<p>Agreements 3d</p>
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Strategic Challenges 4

The most critical way(s) that your company or department or team (i.e. sphere of influence you came to work on), needs to evolve. Its Next Level.

Time frame depends on company but it is time sensitive enough that you want to work on it in the next months (or have started already) and could take a few years to get done.

There are a lot of challenges but in the end there are just a few (around 3) that you have to really focus and cannot leave without naming.

Some of them are:
Burning platforms - they threaten your livelihood and success if you don't address them.
Build the future - there is no existential threat, but this would really launch you to the next stage of development and impact as an organization.

Next Steps 4b

Core Goals, Core Issues 5

What is the motivation behind the strategic challenge?
i.e.,
- what is our purpose in this challenge? (Core Goals)
- and/or what (unacceptable) costs if we don't address the challenge? (Core Issues)

Mind-jogging questions:
What is the problem we're trying to solve?
What is the problem if we don't do this?
Why does this matter? Why do you care?
"Why? Why? Why?" Process

Something we're trying to fix or something aspirational, as long as there is an emotional connection.

During the process with the team, capture where there is emotional connection.

Open Issues 7

What are the 'divergent' issues that we don't know how to address as a team?

-These can sometimes be elephants
-They are typically real concerns that we are not sure how to act on, and need to discuss together

Skills Gaps, Limiting Beliefs, How we are At the Mercy 6a

If the team is not able to do Strategic Challenges and Core Goals because they seem to be in a victim mindset / At the mercy, the coach needs to bring the team the following process.

Do a list of limiting beliefs without trying to debunk them or question them

Then everyone becomes a devil's advocate and brainstorm all the ways these Limiting Beliefs are limited. What larger perspectives are outside these boxes?

If uninspired and numb, maybe they need better core goals or maybe it because they need to work on their Limiting belief.

Reframes 6b



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Reframes

6b