







NAME OF THE TOOL

Reflections about my team (estimated time 60 minutes, group activity).


DESCRIPTION OF THE TOOL

-  This tool will improve teamwork through the internal reflection of its members on how the team works.



OBJECTIVES OF THE TOOL

-  Establish a team discussion about how well the team is functioning.
-  Identify areas for improvement in teamwork.
-  Increase the sense of belonging of the team members.

CONNECTION THE TOOL WITH THE SKILL





-  A good working atmosphere and the right synergies in teamwork are necessary and essential tools that the hexagonal leader must promote in the company. We propose this tool as a gateway to generate internal dialogue within the work teams.

RESOURCES AND MATERIALS

-  Pen and paper
-  Large room equipped with chairs and tables to set up working groups



IMPLEMENTATION OF THE TOOL

-  Ask the whole group to think, reflect and write down what their views are about the team they work in.
-  Follow the questions suggested below.
-  Please feel free to add any other question that could help.
-  Questions:

- Do you know how the team was set up or how it came into being?
- Do you remember or know of any relevant event in the past that has marked this team?
- Are you clear about the mission (what the team is for) and the vision (what it wants to be in the future) of this team?
- What would you say are the main beliefs and judgements (about themselves, what they do, their clients, their competitors, their future) on which this team is based?
- Do you feel that there have been or are there any "outsiders" in the team?
- Do you think there is a certain balance between what each team member gives and what he/she receives from the team?
- Is the order, place and role of each team member clear?
- Are there any rituals, traditions, places or symbols that are characteristic of the team?
- How are moments of stress or crisis experienced?
- How are conflicts managed in this team?
- When there is no unanimous agreement, how are decisions made?



- Would you say that communication in the team is fluid, sincere and respectful?
- What would you say is the public image of this team, what are the main attributes or distinguishing features of this team?
- Would you say that this team feels "victim" or "protagonist" and responsible for what they have achieved and how they are currently doing?
- In what quantity and quality are there moments of collective enjoyment, marked by innovation, learning and challenge?
- In terms of level of development or evolution, how would you describe this team: baby, child, adolescent, mature, old, dying?
- What is the physical space where this team lives / operates like?
- Now we encourage you to re-read everything you have written about this team and draw a final conclusion. If this team were to go to the doctor for a general health check-up:
- What do you think the diagnosis and possible treatment would be?
- What do you take from all these reflections?
- What have you learned about your team?



WHAT YOU LEARN



All of the above questions allow through teamwork and open discussion to gain a deeper understanding of the team, its role and its members.




It allows for a more positive assessment of the team by the members because after the exercise they are able to see the benefits of the exercise for each of them.

TRAINING TOOL

“ COACHING



-  You will also learn to see which areas need special attention or improvement. Once you have identified the areas that need special attention, you can propose to the management the implementation of training courses.