

CRAFTING TEAM NORMS

The Power of WE Program

Define values. Achieve success.

When team members do not share the same values, conflict can arise. For example, some team members may place a high premium on punctuality, while others do not. Without agreement on how a team should operate, seemingly small differences could result in frustration and impact productivity. In a 2012 Google study of team performance, researchers found that team norms had the biggest impact on team success. In the two-hour Crafting Team Norms workshop, teams collaborate on a four-step process to develop a set of operating norms.

Workshop Results

Following the Crafting Team Norms workshop, a team will be able to:



Describe their operating norms and their role in team performance



Utilize varying approaches to create psychological safety for each Emergenetics Attribute



Immediately begin integrating their newly created team norms



Assess the success of their team norms and adjust accordingly to support improved communication and performance



Who should attend this Power of WE workshop?

This workshop supports intact teams who would benefit from defining their own rules of engagement. It also helps teams with different values understand how to better interact with one another.

What does this workshop include?

In the Crafting Team Norms workshop, we highlight the:

- Importance of team norms
- Importance of psychological safety
- Emergenetics Attributes and psychological safety
- Process of crafting team norms
- Workshop summary and action plan

Activities

Our workshops are dynamic and interactive, encouraging experiential learning in addition to lecture. The activities teams will engage in include:

- **Warm Up Activity** – Participants pair up and reflect on a memorable team experience
- **Emergenetics Attributes and Psychological Safety** – Participants identify what each Attribute needs to feel safe
- **Behavioral Line Up** – Participants identify how to support psychological safety across the entire spectrum of behaviors
- **Crafting Team Norms** – Team identifies behaviors and values with which to align their norms
- **Commitment** – Team agrees to practice the norms and evaluate their effectiveness

Facilitator Materials



Workshop Slides



Facilitator Manual and Activity Handouts

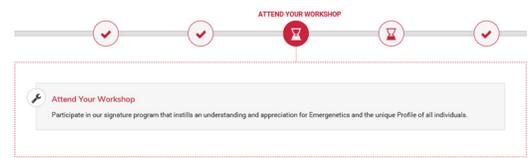
Participant Resources



Digital Participant Guide



Pre- and Post-workshop eLearning



Individual Roadmap with Action Steps