BREAK THROUGH

LEADERSHIP

PHASE II:
TEAM SKILLS

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Qualities of successful teams

1. _____ **2.** _____ **3.** _____ **4.** _____

T	E	A	M

Challenges of teamwork

_____

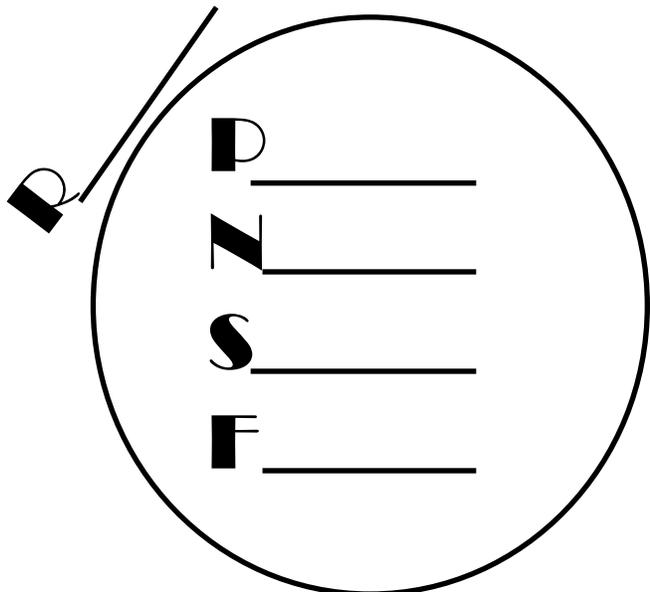_____

_____

_____

It's a balancing act!

R_____   T_____

Describe a team where relationships outweigh tasks

Describe a team where tasks outweigh relationships

Stages of a team

R

P_____

N_____

S_____

F_____

Teamwork makes the dream work!

Togetherness

Characteristics

- Big hearted
- Consistent
- Reliable
- Loyal
- Keeps others involved
- Possesses a strong work ethic
- Wants projects outlined in a step-by-step process
- Holds frustration inside, but can unleash if pushed

Challenges

- Making decisions
- Standing up for feelings
- Dealing with unclear directions
- Saying "no" when others ask for help
- Voicing opinion after rejection

Motivating Factors

- Providing support or service
- Working cooperatively
- Predictable environment
- Quality and accuracy rewarded
- Verbal or written recognition
- Feelings acknowledged
- Being appreciated

Areas of Improvement

- Increase flexibility
- Ask clarifying questions
- Share ideas after initial rejection
- Vent frustrations

Enterpriser

Characteristics

- Big-pictured perspective
- Task orientated
- Loves to lead
- Hates to lose
- Gets things done
- Hard worker
- Unafaid of change
- Thrives on pressure
- Highly confident
- Speaks openly and boldly
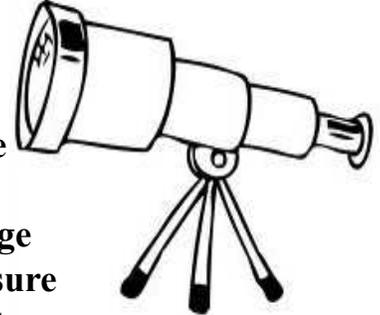
Challenges

- Explanations can be vague
- Can appear to be insensitive to others
- Listening all the way through
- Can appear to be closed minded
- Getting off track

Motivating Factors

- Having control over situations
- Directing other's actions
- Verbal recognition
- Situations where creativity can be tapped
- Performing under pressure
- A constantly changing environment

Areas of Improvement

- Get others involved
- Listen to all available options
- Treat others with respect
- Make sure others see your vision
- Stay composed

Analyzer
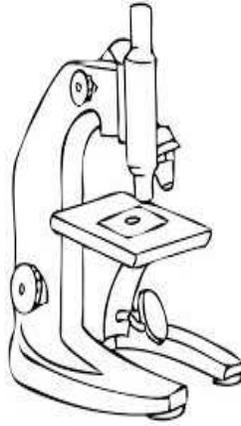
Characteristics

- Strong planner
- High Standards
- Quality conscious
- Focuses on facts
- Thinks decisions through
- Step-by-step thinking
- Wants all the information
- May prefer to work independently
- Logs thoughts and tasks
- Approaches things logically

Challenges

- Accepting others whose standards are lower
- Making a choice with an adequate amount of information
- Spur-of-the-moment decisions
- Finding how a project or an idea won't work
- Taking action

Motivating Factors

- Performing to their own standards
- Controlling facts that affect performance
- Being right
- Logical, systematic approach to tasks
- Though-provoking discussions
- Surrounded by others who stay on task

Areas of Improvement

- Increase flexibility
- Combine your idea with others
- Find a way to make a project or idea work

Motivator
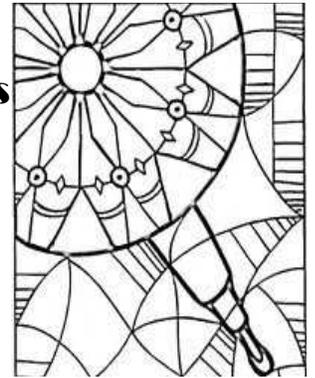
Characteristics

- Big mouth
- Enthusiastic
- High energy
- Likes to talk
- Dislikes detail
- Likes people
- Optimistic
- Emotional
- Articulate
- Works well with others
- Likes catchy phrases

Challenges

- Overuses enthusiasm
- Lack of organization skills
- Has several projects going on with only a few that are complete
- Actions may not be thought all the way through

Motivating Factors

- Positive interaction with others
- Opportunities to verbalize thoughts and feelings
- Verbal or written recognition
- Reward to achieving goals
- Frequent change
- Competition
- Inspiring others to achieve results

Areas of Improvement

- Plan thing through to the end
- Concentrate on completion
- Focus
- Listening all the way through
- Get beyond the idea and take action

BONUS

EVALUATION

Name_____

School/Organization _____ Date of Program _____

On a scale of 1-5 (1being poor: 5 being excellent) how would you rate the overall program presented by Craig Hillier. (Please evaluate Craig's session only and don't include comments on food, meeting site, ect)

<p style="text-align:center">
1   2   3   4   5
</p>

What ideas were most beneficial to you?

What are a few additional ideas you would like to see presented in future presentations?

Additional Comments: