



Rank your team cohesiveness

On a scale from 1 to 7 with 1 being “Never” and 7 being “Always” [realizing of course that those words and this scale is subjective], how often do your team members ...

	1	2	3	4	5	6	7
1. Appreciate each other’s strengths?							
2. Understand that diversity is necessary for high performance teams?							
3. Accept less than the best from themselves and each other?							
4. Talk out their differences and really listen to the conversations?							
5. Allow themselves to be wrong in front of other team members?							
6. Trust and support each other’s decisions?							
7. “Play nice in the same sandbox”?							
8. Each “play in their own sandbox”?							
9. Come to you to resolve their inter-team differences?							
10. Allow their personal feelings and emotions to get in the way of the team’s objectives?							
11. Capitalize on each others’ strengths?							
12. Assume ulterior motives from team members?							
13. Freely offer useful feedback and assistance?							

If you answered higher to questions 1, 2, 4, 5, 6, 7, 11 or 13 and lower to questions 3,8, 9, 10 or 12, your team collaboration skills are very good. Congratulations and keep up the good work!

If you answered lower to questions 1, 2, 4, 5, 6, 7, 11 or 13 and higher to questions 3,8, 9, 10 or 12, your team collaboration may be missing the mark. Several things you can do immediately to improve:

- Be thankful others enjoy and are good at areas and tasks that you don’t enjoy doing.
- Share something personal about yourself: hobbies, hometown, first job likes and dislikes. Ask for the same in return. This action encourages us to see others as humans, just like us, with their own baggage and life experiences. It may also help explain their “illogical” actions.
- If you are not comfortable in what you perceive as ‘conflict’ – tell the team. They may not think there is a conflict.
- If you sense the other person’s hesitation to continue a discussion, remind them that these discussions are not personal, and working through these is a sign of a healthy team. Encourage them to express their views.
- After decisions are made, recap the rationale behind the decision and the expected results. This will give all team members one final walk-through of the discussion, and one additional opportunity to voice their concerns.

- Celebrate, as a team, the rewards and recognition of the project's success. This reinforces that each team member has an integral part on the team.

For more ways on increasing your team collaboration:

- Sign up for Shari's newsletter
- Contact Shari for information on her 1-on-1 mentoring programs and hands-on workshops. Other individuals and companies have had positive results after working with Shari.