

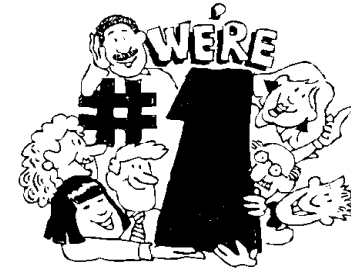
Collaborating



We're Chargin' Over What Hill To Do What?

Developing Cre8ng™ Workplace Communities

Robert **Alan** Black, Ph.D., CSP



Collaborating Groups or Teams?

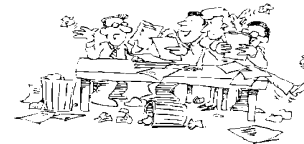
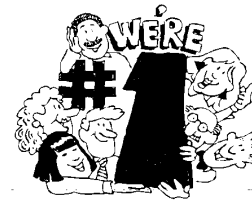
With your tablemates or partner list words you can think of that relate to either groups or teams individually. You may make lists of comparisons or simply separate lists of terms

Groups

Teams

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.



Collaborating

Do We Only Benefit from Teams?

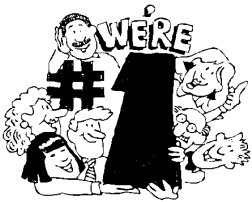
With your tablemates or partner
list benefits and detriments of
working in teams.

Benefits of Teamwork?

Detriments of Teamwork?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.
- 11.
- 12.



Collaborating



Characteristics of Successful Teamwork?

There are many styles and kinds of teams. Success for teams comes in many forms and for many reasons. The following are some of the key Characteristics of Successful Teamwork that we as team members can develop.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

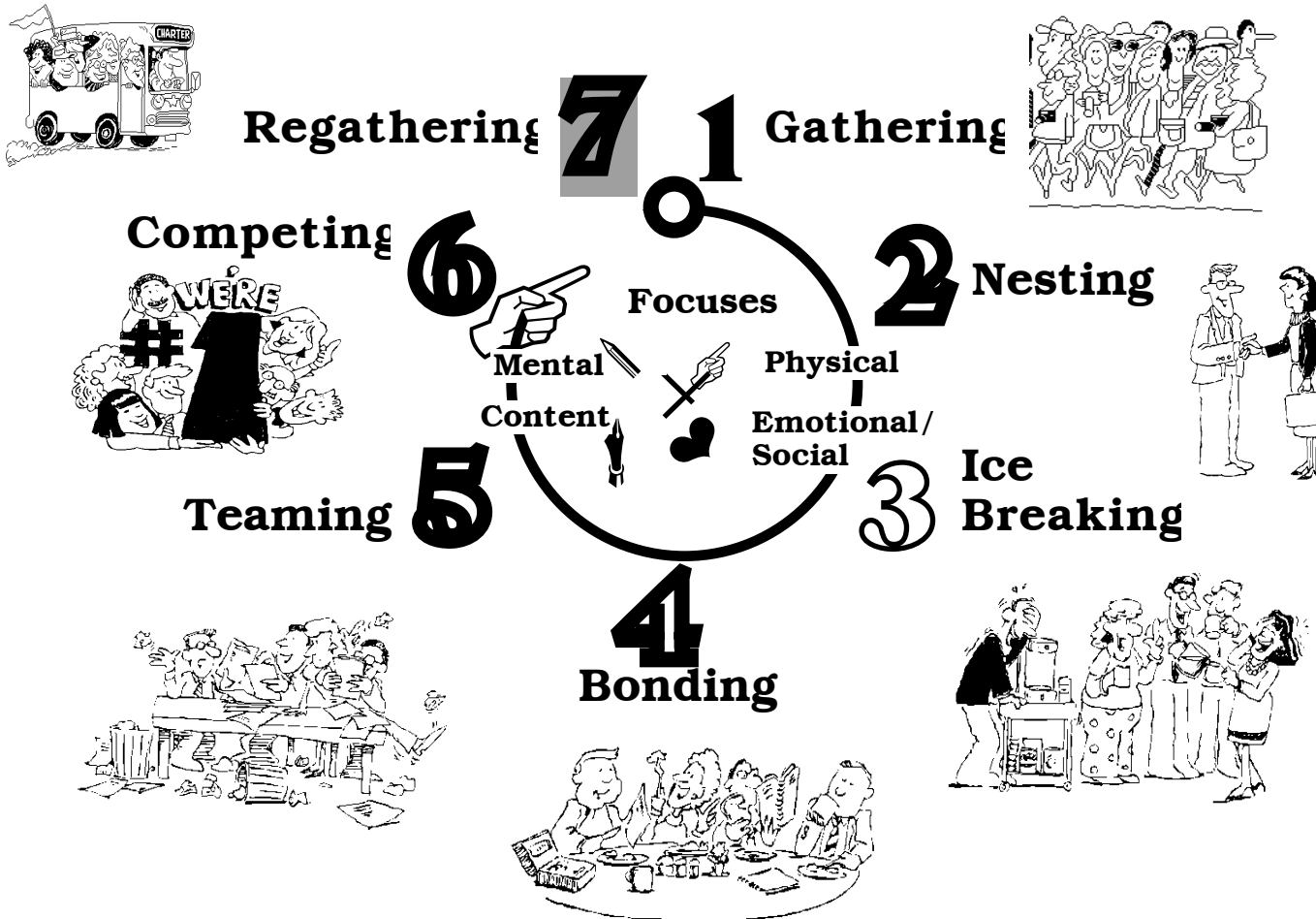
11.

12.



Collaborating Experiencing Teaming™

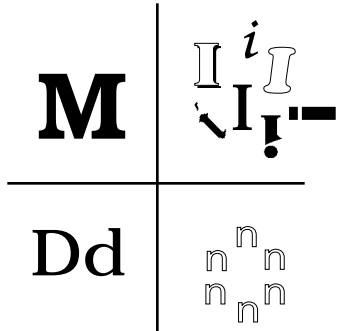
Teaming™ a growth process that never ends.



5

Collaborating

M.I.N.D. Design TEAMS



M--I--N--D

Discuss what this team's differences might mean as a team working on a project together.

Might their apparent thinking styles effect

communication,
teamwork,
problem solving,
creative thinking

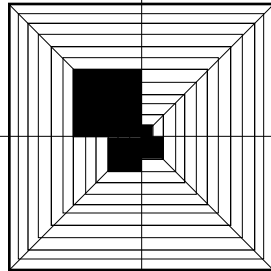
as a team



The numeral scores are graphed clockwise, starting with the upper left (10 o'clock) and ending lower left (8 o'clock).

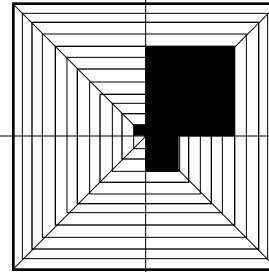
Review the following sample Team based on their individual, compared and average M.I.N.D. Design scores.

6-1-2-3



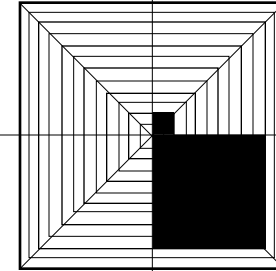
1

1-8-3-0



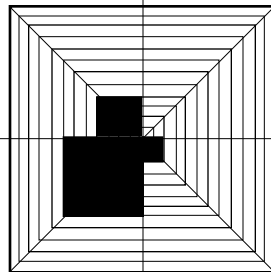
2

0-2-10-0



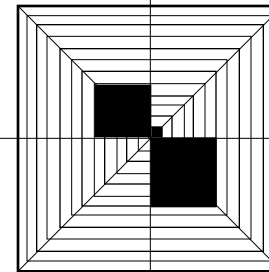
3

4-0-2-6



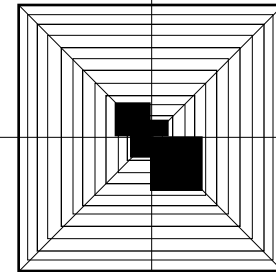
4

5-1-6-0



5

3.2-2-4.6-1.8



Team Average

6

How I See Other Leading Styles Using M.I.N.D. Design's™

Meditatives look at people as...

**Very precise,
thorough thinker,
logical, rational,
very focused**



Rule book bound,
mentally stuck,
can't think for
themselves.

M | **!**

Dd | n

Out in space,
no facts or proof
out of touch with
reality

loner

Way too sensitive,
take things too
personal, pushy,
often invading my space

Football
Football

Directives look at people as...

Too argumentative,
always improving what
already works fine,
not realistic, a loner.



**Reliable,
orderly,
consistent, loyal,
accurate & right,
highly dependable**

M | **!**

Dd | n

Flighty, breaks
all the rules,
unreliable, egotistical
not company
person.

joiner

Too sensitive,
inconsistent,
too soft towards people,
can't make
own decisions.

Baseball

Intuitives look at people as...

Too factual,
overly precise,
number oriented,
too single focused.

individual

Too orderly,
too rigid, inflexible,
too dependent on
the rules.

M | **!**

Dd | n

**Creative,
risk-taker,
challenging,
innovative.**



Too friendly,
overly personal,
too dependent upon
others.

Field & Track

Negotiatives look at people as...

Insensitive, blunt,
too logical,
too theoretical,
uncaring.

member

Too ruled oriented,
not very friendly,
inflexible, too
machine-like.

M | **!**

Dd | n

Too far out,
a little crazy,
too independent.



**Friendly,
caring, sensitive,
easy to be with,
very giving.**

Basketball

Collaborating

Characteristics of Successful Teamwork?



There are many styles and kinds of teams. Success for teams comes in many forms and for many reasons. The following are some of the key Characteristics of Successful Teamwork that we as team members can develop.

1. **Clarity of goals**
2. **Commitment to chosen goals**
3. **Focus on Tasks**
4. **Clear Visions**
5. **Communication**
6. **Skilled Members**
7. **Changeable Leaders**
8. **Focused Efforts**
9. **Willingness to Challenge Each Other**
10. **Willingness to Grow**
11. **Planning**
12. **Open to Change**
- 12+. **Useful Power & Authority**

