

UNDERSTANDING YOUR TEAM'S NEEDS

INTERVENTION SCOPING QUESTIONS

1. **Tell me about your team and its leader.** What is the team's focus/purpose? Does the team have the right people with the right mix of talent/skills? Are all team members' roles clear? What is the distribution of work like? How well is the leader engaged, including listening and communicating; creating an environment of productive conflict and respect?
2. **What's working well in your team today?** What are some of the team's strengths?
3. **What are some of the problems the team is facing?** How do you know? What do you think is causing the issue(s)? What's the business impact, as well as value of addressing these issues? *Try to categorize key themes and prioritize the biggest problems/issues first.*
4. **What level of trust** do team members have with one another and the leader? Do individuals feel "psychologically safe" to express their views or engage in interpersonal risk taking? Do you observe individuals engaging in productive conflict?
5. **How would you describe the team's accountability for meeting goals?** Are team members' jobs designed in way that allows them to participate and be successful? Does the leader reflect about and own their role in any issues?
6. **Does each team member believe that their work matters?** Do you observe equal and balanced participation from all team members in each meeting? How well is the leader making room for celebrating milestones, as well as proactively addressing any burnout or unhealthy stress?

LINKS TO SOME OF MY FAVORITE TEAM WISDOM

1. [Google's Team Effectiveness Toolkit](#)
2. [Lencioni/Table Group's Online Team Assessment](#)
3. [The Team Canvas](#)
4. [Conscious Collaboration Podcast](#)
5. [Adam Grant's \(Wharton\) Instagram Feed](#)
6. [Brene Brown's Project Management Technique](#)
7. [Podcast on The Power of Humility & Problem with All Stars](#)