

Relax.
Smart and
effective team
building is here



Our work is
simple, swift, & sure

Contact us today

Which team has the advantage?

The first team has members who are open, passionately debate important issues, and commit to clear decisions even after initial disagreement. They call each other out when behaviors or performance needs correction, and they focus on collective results.

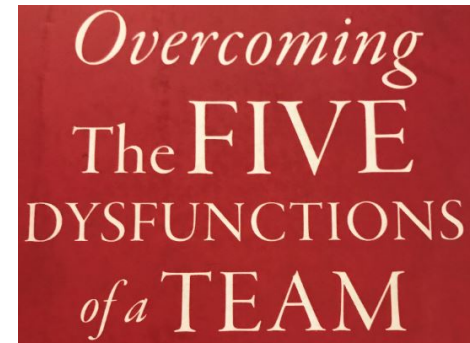
The second team is comprised of members who are guarded and less than honest with one another. They hold back during conversations, feign commitment, and hesitate to call one another on fruitless behaviors. Often, they pursue silo agendas vs. collective.

**Our work produces
the first team**

925.787.9828

The training we never got:

We make poor teams good
We make good teams great
We make great teams better



1. Absence of **Trust**
2. Fear of **Conflict**
3. Lack of **Commitment**
4. Avoidance of **Accountability**
5. Inattention to **Results**

Simple wisdom for building
and maintaining high
performing teams.

www.teamworkprincipals.com

Results are seen within days,
weeks, and months.

More than strategy
More than finance
More than marketing
More than technology

It is teamwork that remains the last
sustainable competitive advantage in
business today. Both because it is so
powerful and because it is so rare.

**Higher morale and productivity
replace politics and confusion.**

See our services at
www.teamworkprincipals.com/services

**Teamwork Principals - Serving
the Bay Area and Beyond**

Ten Thirty San Miguel Road
Concord, CA 94518

We guarantee results

3-steps to better teamwork:

1. Team Assessment

TEAM SUMMARY



2. Myers-Briggs For Teams

PERSONALITY TYPES KEY	
E Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.	S Sensors are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.
I Introverts when like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.	N Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.
T Thinkers tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.	J Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.
F Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.	P Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

3. Team Building Exercises

- Best team ever
- Personal histories
- Conflict norms
- Focus areas
- Team effectiveness

Do your team members:

1. Openly admit their strengths, weaknesses, mistakes and fears?
2. Know about each other's personal lives and are comfortable discussing?
3. Discuss issues of importance unguardedly and with passion?
4. Discuss the most important-and difficult issues during team meetings?
5. Leave meetings confident peers are committed to team decisions?
6. Know what peers are working on and their impact to the team results?
7. Call one another on behaviors or actions that hurt team?
8. Challenge one another about their plans and approaches?
9. Willingly make sacrifices as needed for the good of the team?
10. Credit other team members first and are they slow to seek credit for themselves?

TEAMWORK PRINCIPALS

www.teamworkprincipals.com

Our first month together:

- ✓ Initial meeting with team leader and/or team.
- ✓ 2 to 3 weeks prior to session all team members take:
 - Online team assessment
 - Online Myers-Briggs assessment
 - Read book summary on *The Five Dysfunctions of a Team*
- ✓ Pre-session call with team leader.
- ✓ Session day.
- ✓ Post full day session:
 - Debrief with team leader
 - 1-hr Playbook session
 - Review Playbook with leader & team:
 - Playbook is a team's 90-day roadmap to teamwork improvement

TEAMWORK PRINCIPALS

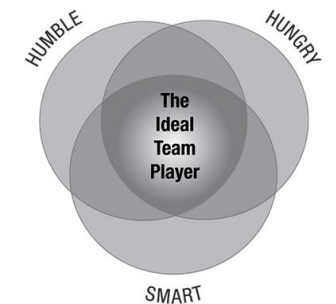
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Sessions also include:

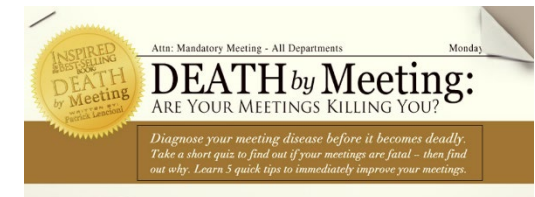
- **Employee Engagement**



- **Ideal Team Player**



- **Meeting Effectiveness**



- **Subject Matter Experts**

