



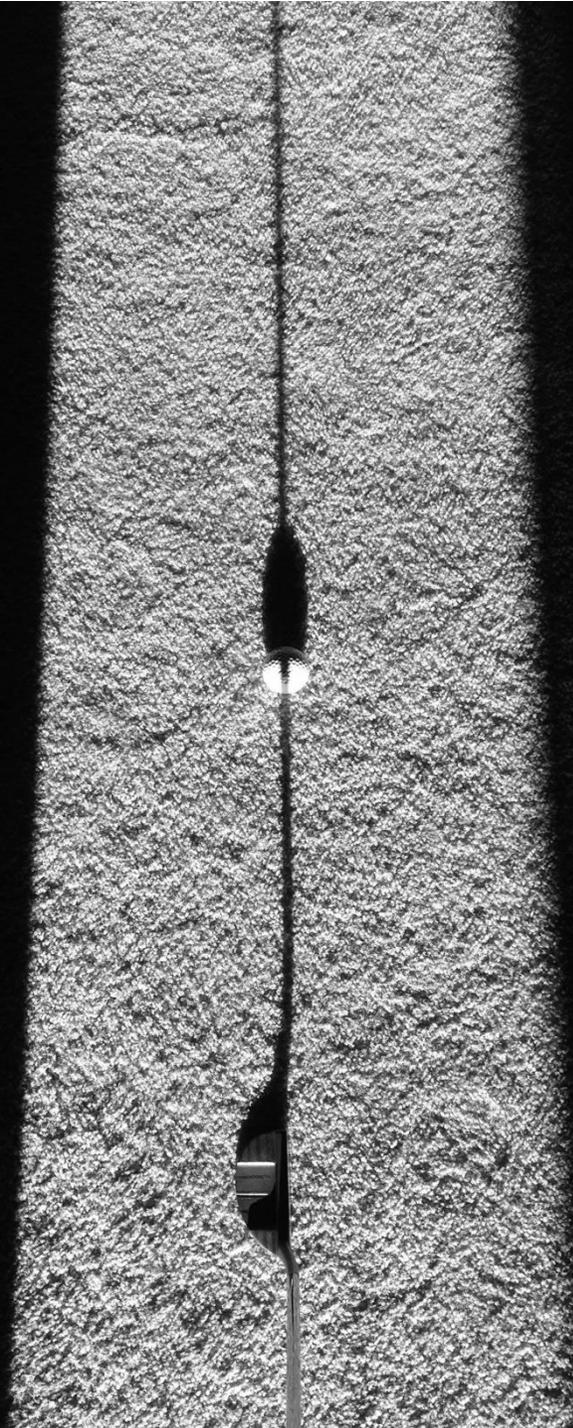
# TEAM CHEMISTRY CHECKLIST

OPTIMIZING BUSINESS PERFORMANCE

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# MY WHY

INTELLIGENT ENERGY MANAGEMENT MATTERS.



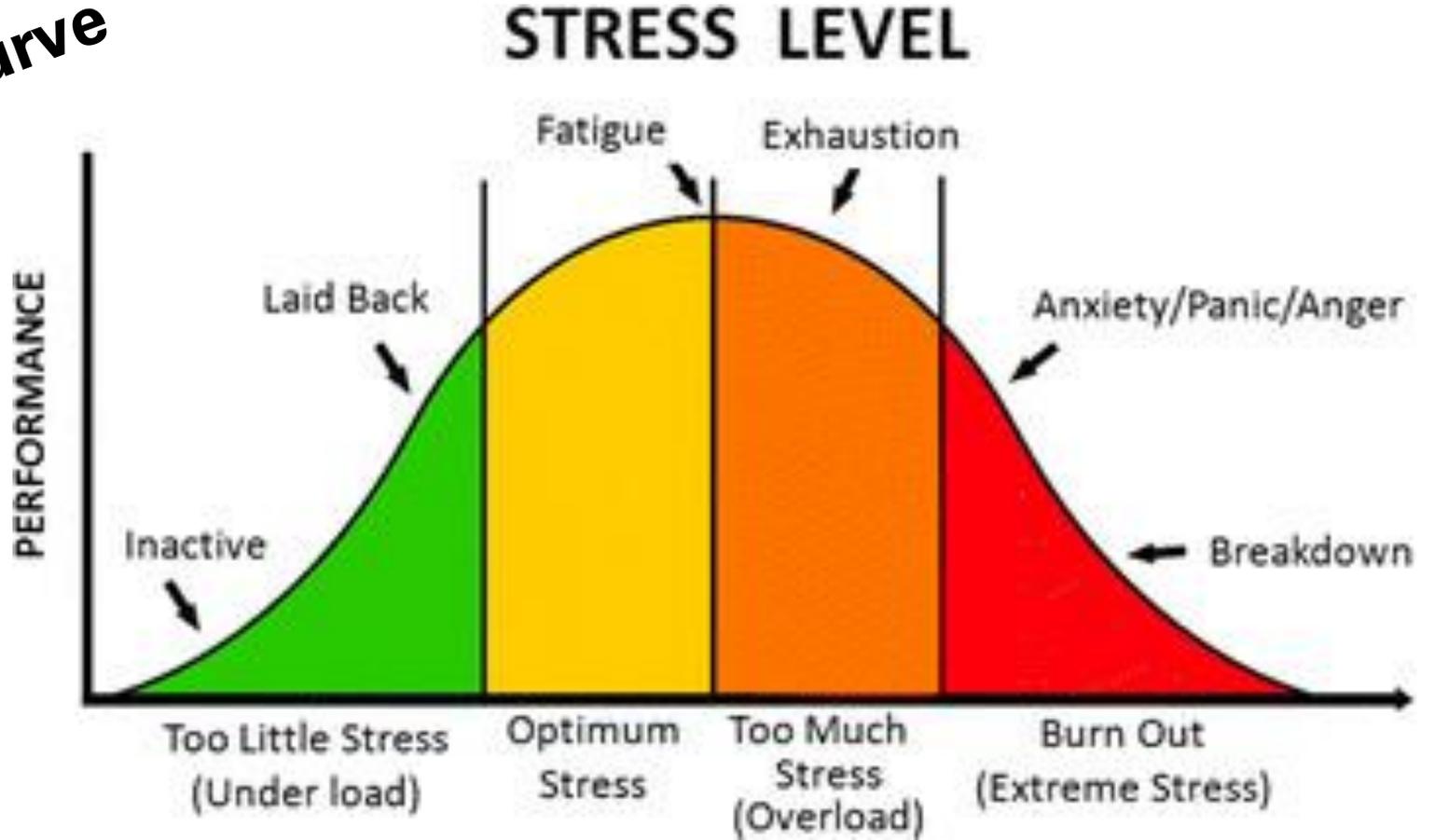
MOMENTUM IS VALUABLE.



**“A COHERENT TEAM IS MORE THAN JUST  
A GROUP OF INDIVIDUALS WORKING  
TOGETHER—**

**IT IS A UNIFIED FORCE WHERE TRUST,  
COMMUNICATION, AND SHARED  
PURPOSE DRIVE COLLECTIVE SUCCESS.”**

# Yerkes Dodson / IZOF Curve



## Reality Check

What are YOUR stress markers?

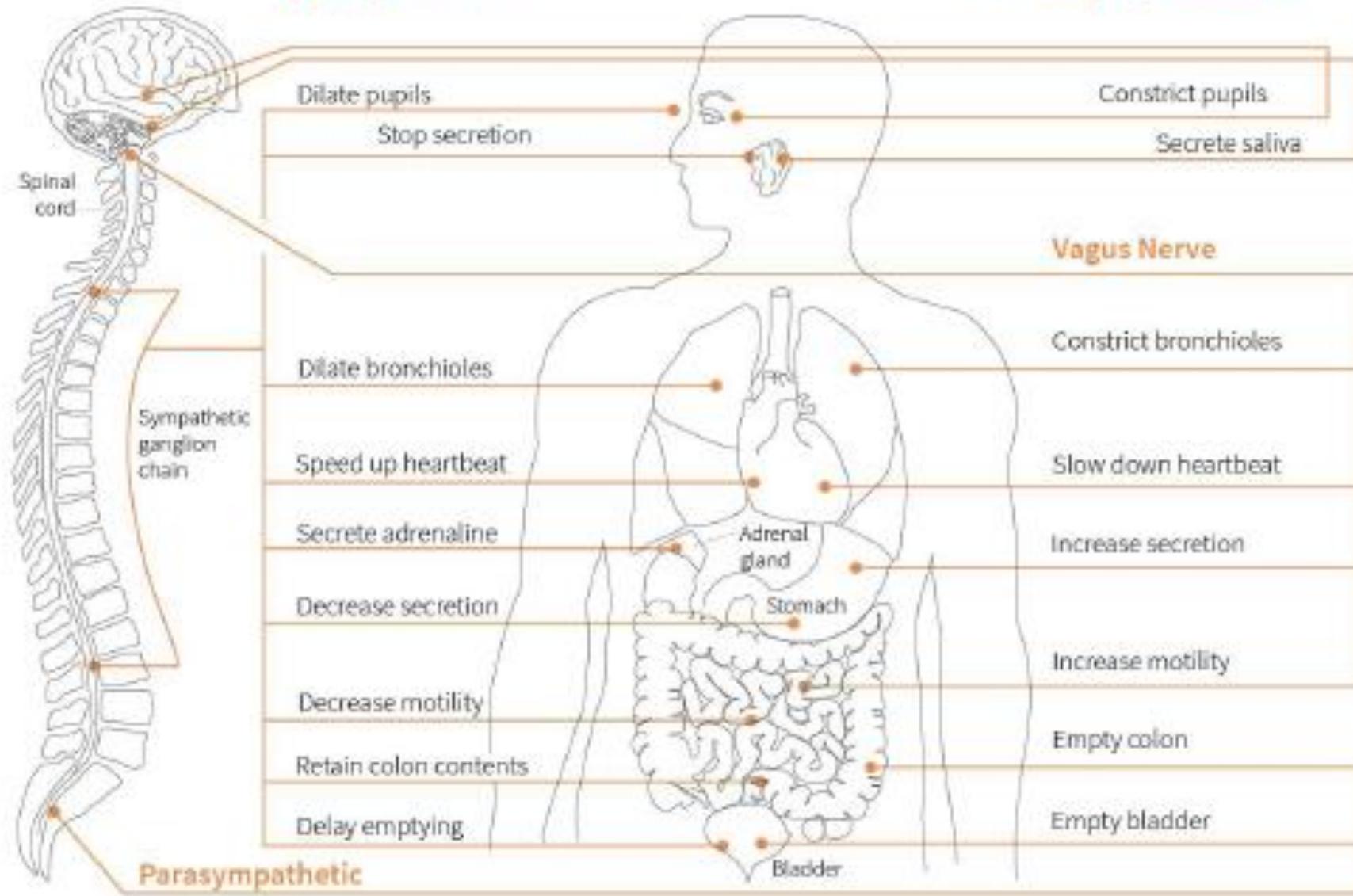
How do you tell where you are on this curve?

Where are you on this arousal curve right now?

# Sympathetic

# Parasympathetic

“Energy in Motion”

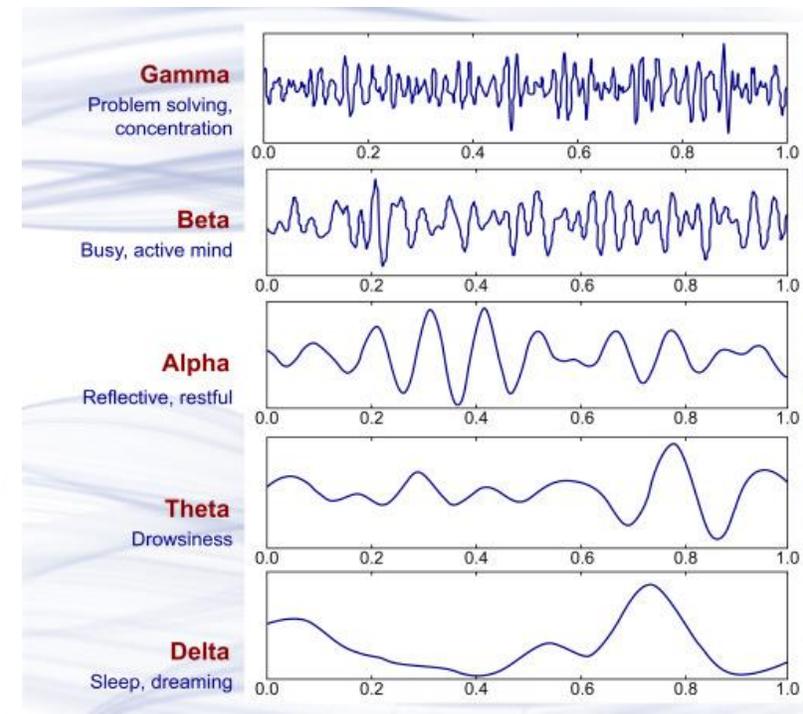
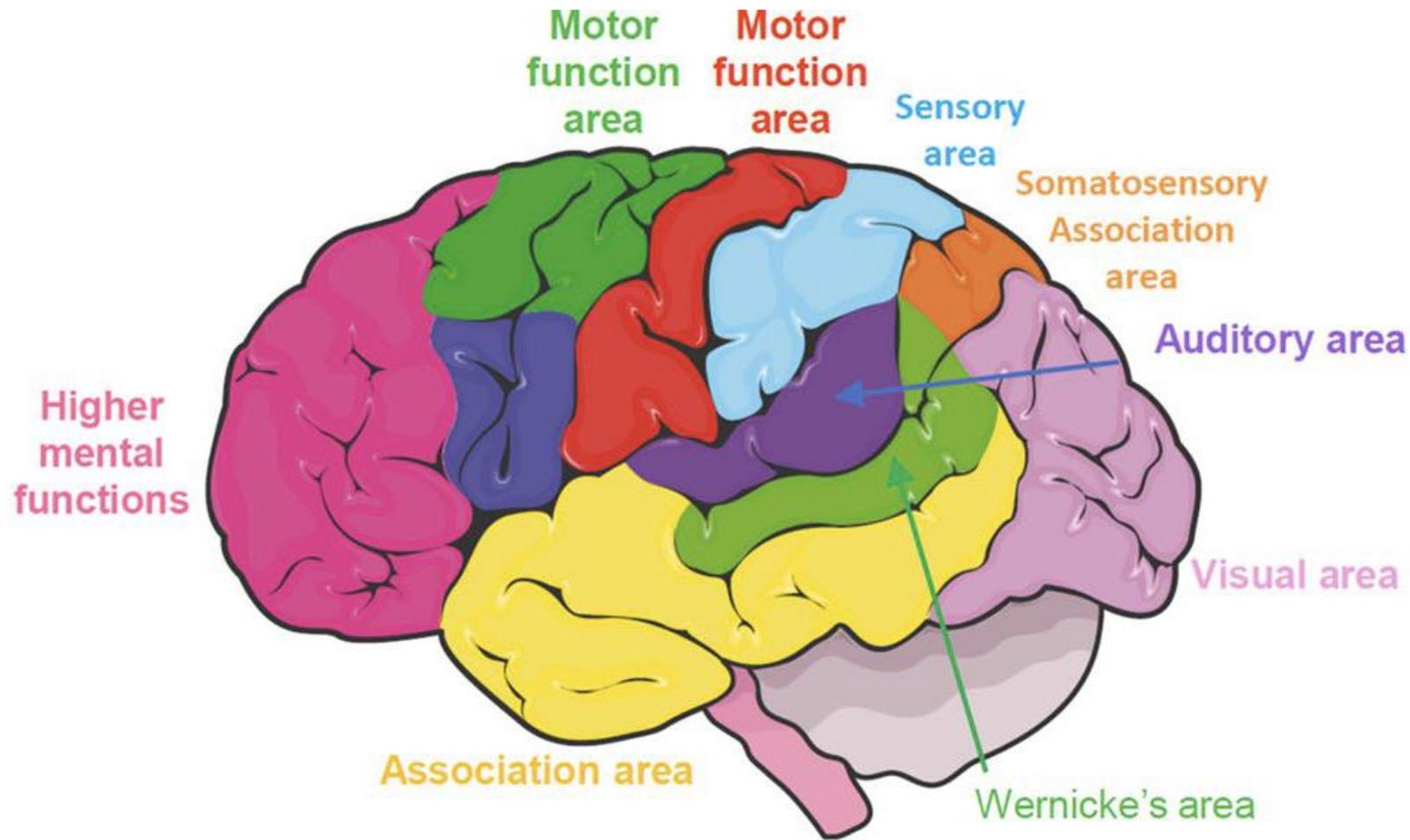


Autonomic Nervous System  
REGULATION

“**CORTICAL INHIBITION... OCCURS WHEN EMOTIONS SUCH AS FEAR, ANXIETY OR FRUSTRATION DOMINATE.”**

## MEASURABLE SYMPTOMS

UNCLEAR THINKING & IMPAIRED DECISION MAKING  
LESS ABILITY TO COMMUNICATE CLEARLY  
REDUCED PHYSICAL COORDINATION & REACTION TIME  
HIGHER RISK OF HEART DISEASE & HIGH BP



Deng, Q., Wu, C., Parker, E. et al. Mystery of gamma wave stimulation in brain disorders. *Mol Neurodegeneration* **19**, 96 (2024).

<https://doi.org/10.1186/s13024-024-00785-x>

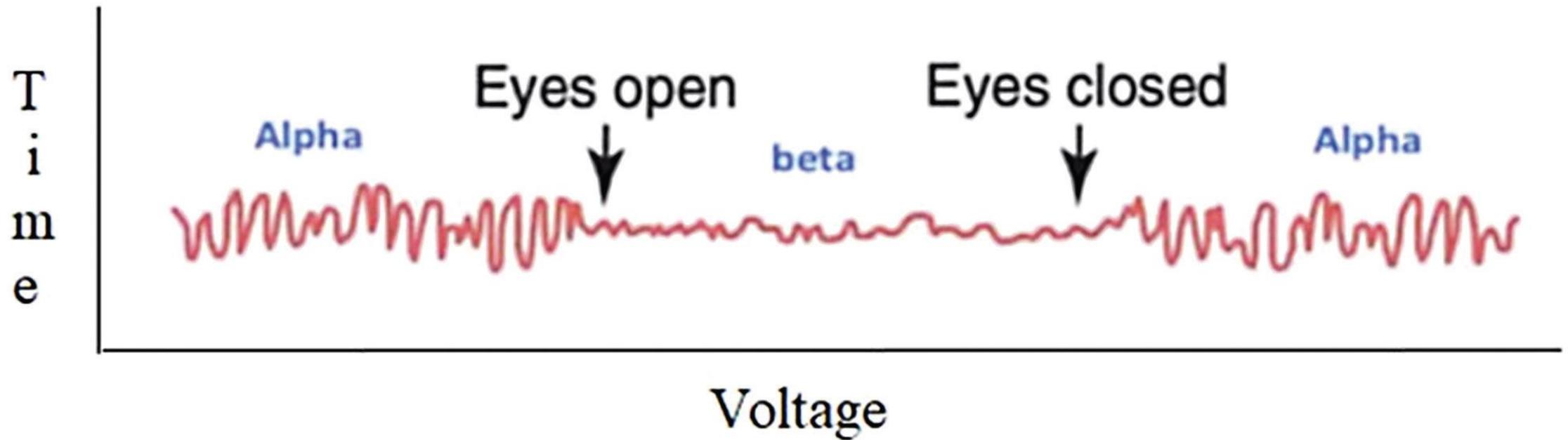
Priyanka A. Abhang, Bharti W. Gawali, Suresh C. Mehrotra. (2016) Chapter 2 - Technological Basics of EEG Recording and Operation of Apparatus (2016)

“**CORTICAL FACILITATION... DESCRIBES  
ENHANCED REFLEX SPEED, FOCUS,  
INTERNAL CONTROL AND CLEAR  
THINKING...”**

**MEASURABLE SYMPTOM  
IMPROVES REACTION TIME,  
DECISION MAKING & PERFORMANCE**

A 95 MPH FASTBALL PITCH TRAVEL 5.1 FEET IN 37 MILLISECONDS)

# The "Alpha Block Phenomenon"



- 1) With eyes open, think of a current stressor
- 2) Close eyes, focus on beating heart or breathing pattern (e.g., 5 in  $\leftrightarrow$  5 out).
- 3) Open eyes

# Inhibition <- Activating Opportunities -> Facilitation

MEETING ROUTINES &  
RITUALS

ANXIETY OVER TENSE  
REAL-TIME SITUATION

NERVOUSNESS OVER AN  
UPCOMING PROJECT

FEAR OF LETTING TEAM  
DOWN

LEARNING NEW  
TECHNICAL OR TACTICAL  
ELEMENTS

FRUSTRATION OVER A MISTAKE

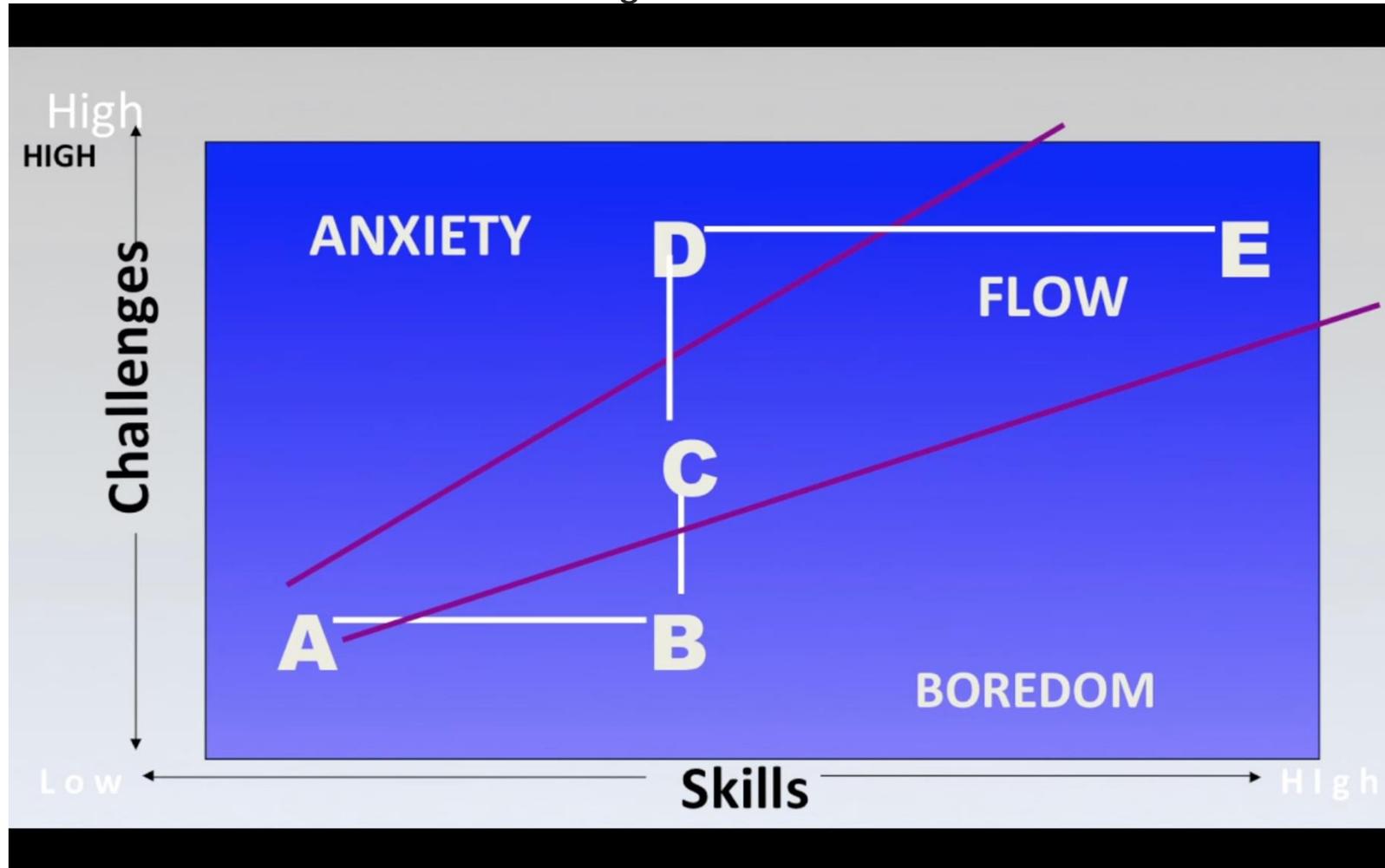
DISAPPOINTMENT ABOUT A  
UN-REALIZED DEAL

HAVING TO GIVE A PUBLIC  
SPEECH

RESPONDING TO A  
DIFFICULT CUSTOMER

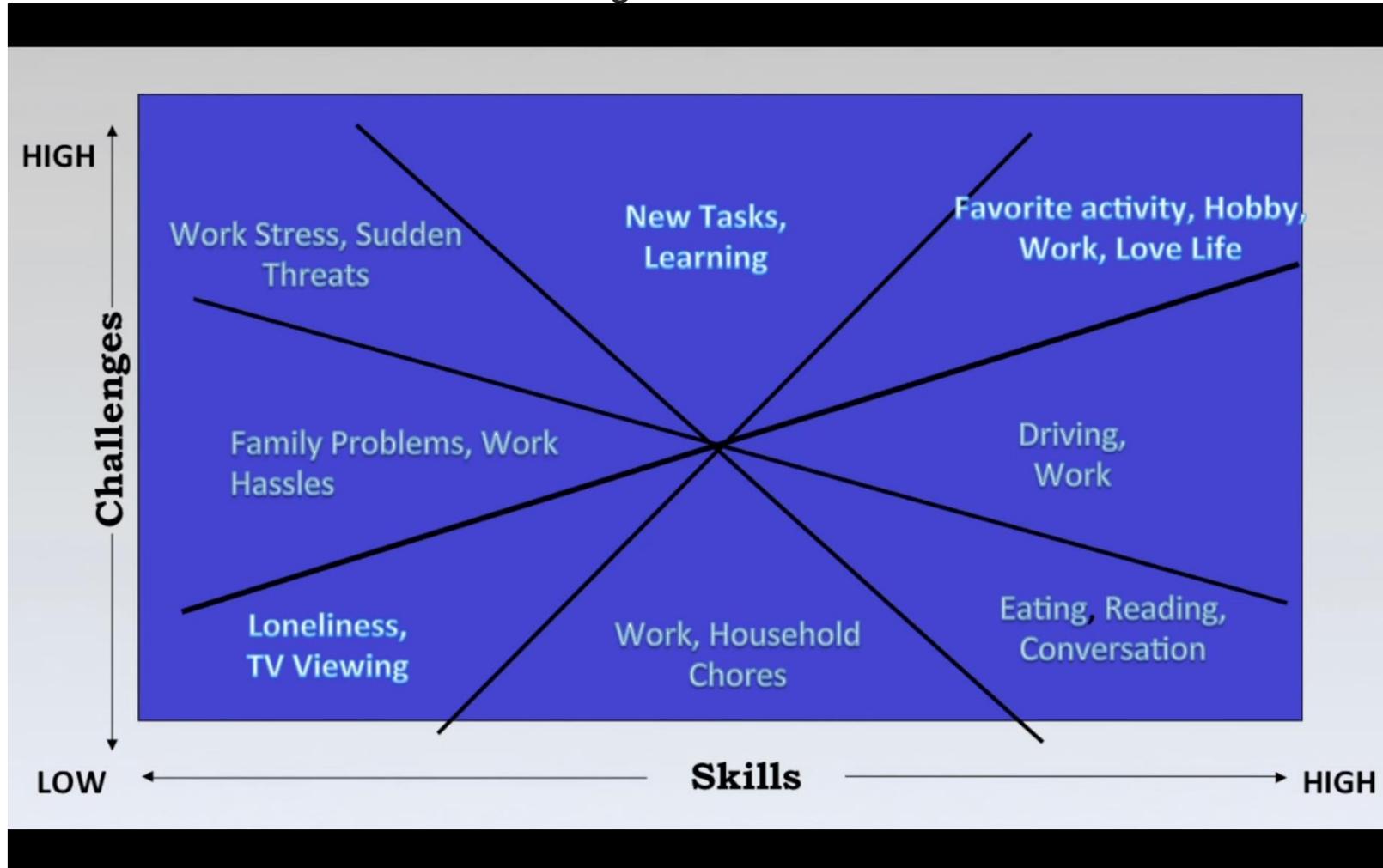
# Csíkszentmihályi's Flow

Challenge-Skills Balance

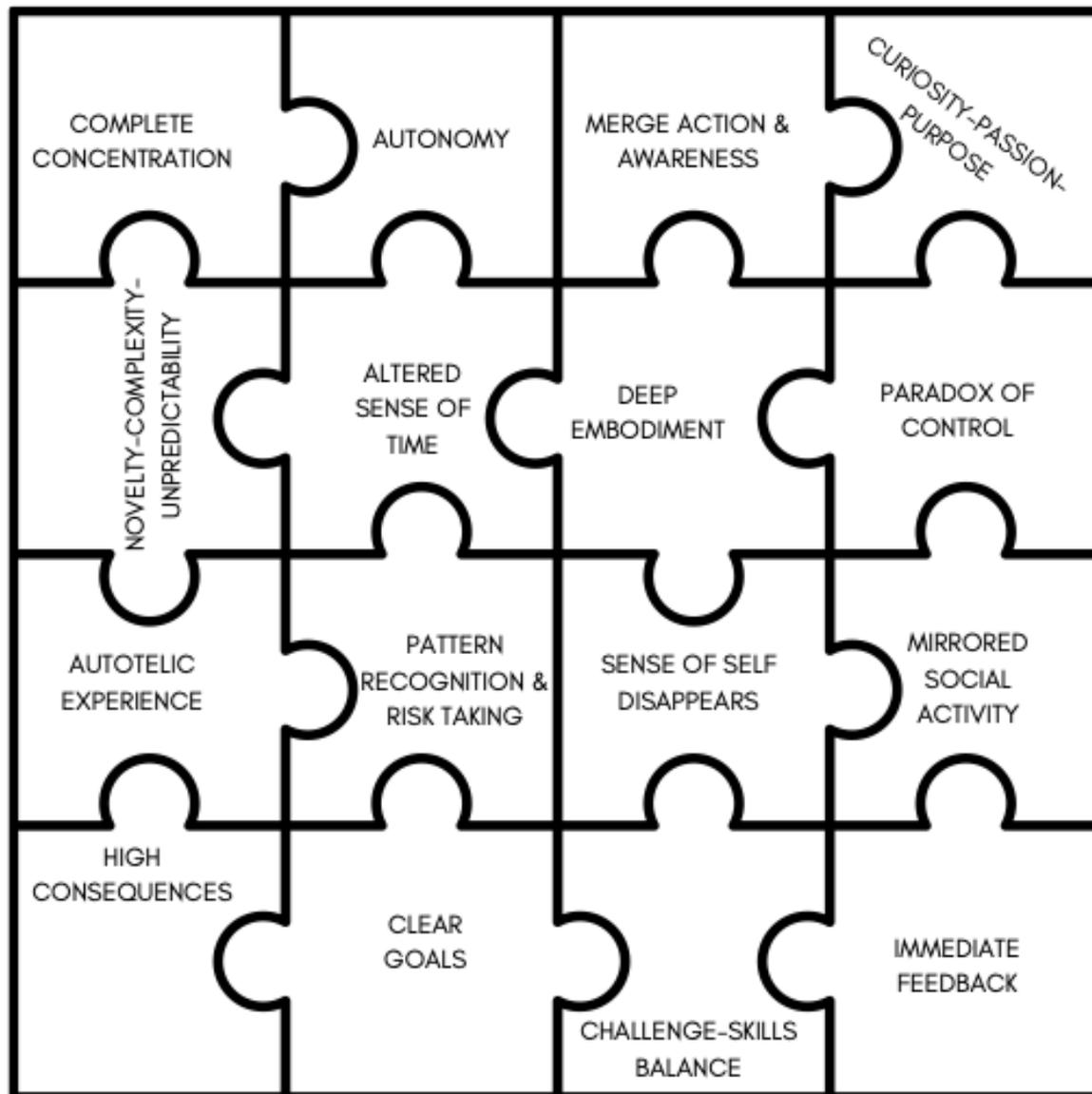


# Csíkszentmihályi's Flow

Challenge-Skills Balance



# THE FLOW SPECTRUM



# REFLECTION - FLOW STATES

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(5 min)

Reflection/ Discussion

- Describe a time when you experienced flow or felt “in the zone”
- What qualities were present?
- What was the context?
  - At work?
  - At home?
  - Sport?
  - Music?
  - Other...

# Individual Coherence

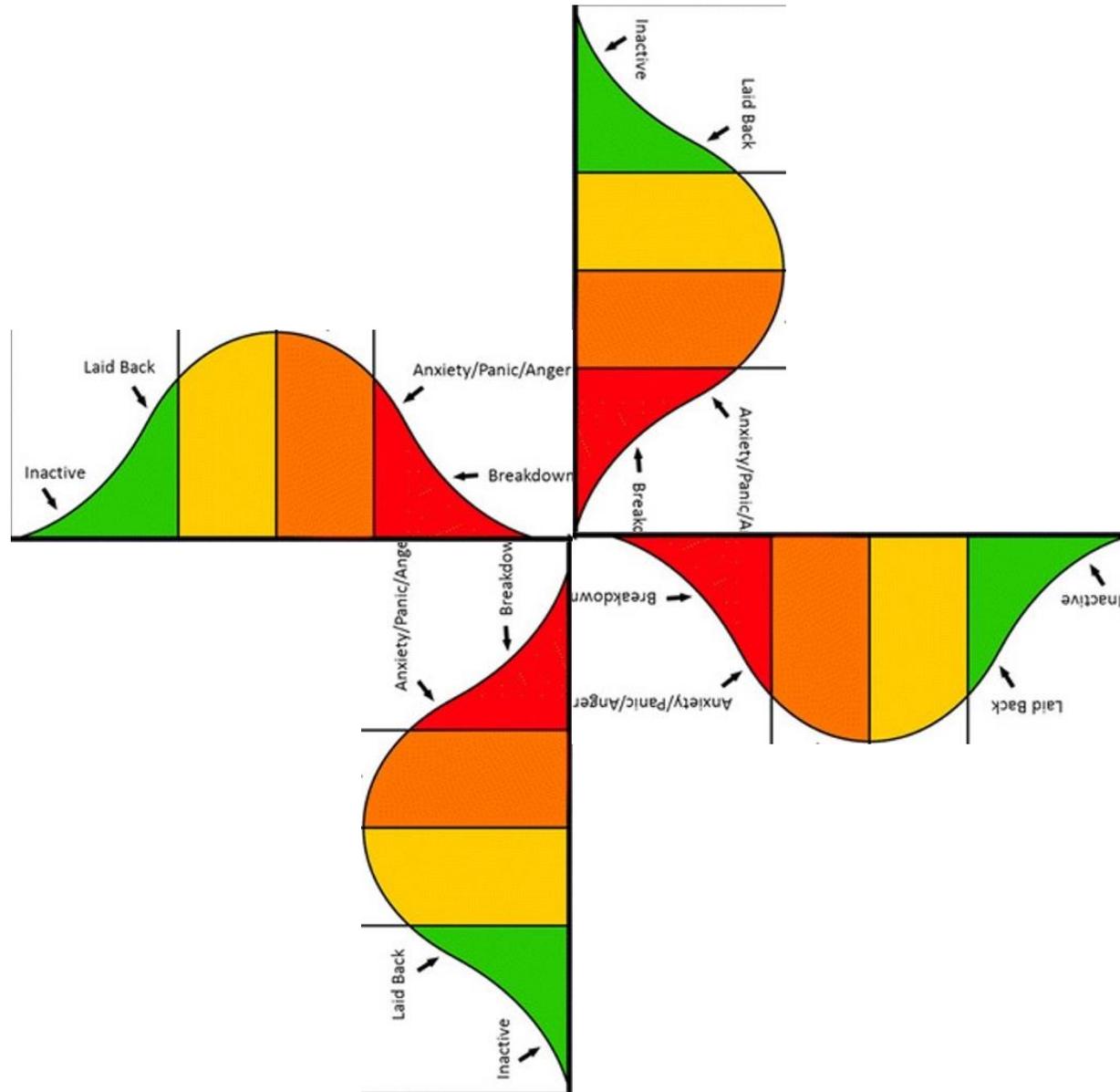
(Explores individual team members' perspectives)

Positive Life Engagement

Resilience

Self Regulation

Composure



# Team Coherence

(How the team functions as a whole)

Team Relations

Trust & Inclusion

Collaboration & Resilience

Team Harmony

# MOST IMPORTANT TEAM-CHEMISTRY TOPIC/ISSUES

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(5 Minutes)

- 1) Is team chemistry important?
- 2) If yes, identify the most important topic and/or issues you see related to team chemistry
- 3) If no, what is more important than team chemistry?

Yes --- Maybe --- No

Whatever you answer, prepare an explanation for why you picked what you picked...

# TCC

Training Program

# Skills

(Reps)

# Targets

(Sets)

**Team  
Members**

**&**

**Team  
Managers**

1. Positive Life Engagement
2. Resilience
3. Self-Regulation
4. Composure

5. Team Relations
6. Trust & Inclusion
7. Collaboration & Resilience
8. Team Harmony

**Individual Coherence**

(Four Weeks)

**Team Coherence**

(Four Weeks)

# TCC

## WEEKLY STRUCTURE

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### Individual Coherence Skills

Positive Life Engagement

Resilience

Self-Regulation

Composure

### Team Coherence Skills

Team Relations

Trust & Inclusion

Collaboration & Resilience

Team Harmony

- Team Skill Building
  - Introduce Skill with...
    - Science, Examples, Quotes
- Social Flow Activity
- Establish Process Goals
- Shared Value Reflection

# TEAM SKILL BUILDING

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(5 min)

Reflection / Discussion

- On this team, who embodies the (skill) ?
  - How do we know?
  - What do we see, hear, etc?
- How can we each improve and/or invest in the (skill) ?

# SOCIAL FLOW ACTIVITY

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Social Flow Activity

(collaborative & manager-guided)

- Complete concentration (e.g., mindful technology use)
- Shared, clear goals (e.g., big picture same direction)
- Shared risk (i.e., skin in the game)
- Close listening (i.e., active listening)
- Good communication (e.g., immediate feedback)
- Blending egos (e.g., collective identity)
- Equal participation (e.g., role ID & clarification)
- Familiarity (e.g., shared knowledge base)
- Sense of control (i.e., autonomy + competence)
- Always say yes (i.e., additive > argumentative)

# PROCESS GOALS

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Reflection / Discussion

**Process**

Skill Development & Social Flow

**Progress**

Pattern Recognition (over time)

**Team Culture** = the **Habits** we embody  
that prioritize our **Values**.

What do we value?

How do we show each other?

# OUR TEAM'S VALUES

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## Virtue

Goodness in Action

## Discipline

Proper Conduct

## Humor

Absence of Self-Importance

## Friendship

An Open Heart

What do you value most about this team?

How are these team values challenging you  
&/or pushing you to become better?

# THANK YOU

“BE A WELL”



<https://acountrygardenjournal.com/the-homestead-water-well/>

<https://www.motherearthnews.com/homesteading-and-livestock/homestead-water-sources-zm0z12aszkon/>