

10 THINGS YOU CAN TRY TO HELP FOSTER AN EXTRAORDINARY TEAM

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AN EXTRAORDINARY TEAM CAN BE IDENTIFIED BY WHAT IT ACHIEVES



Meaningful outcomes

Happy people
(situation is sustainable)

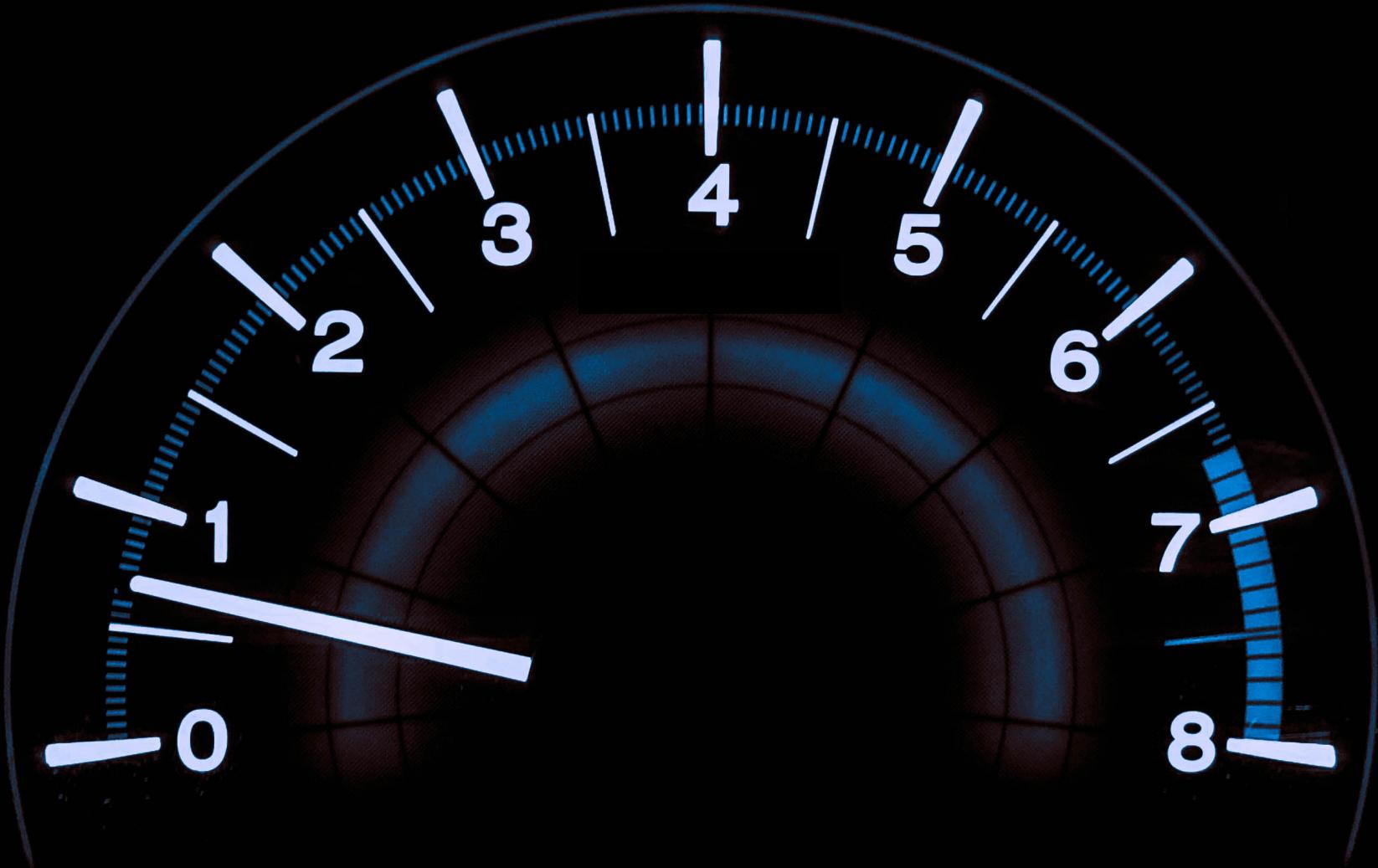


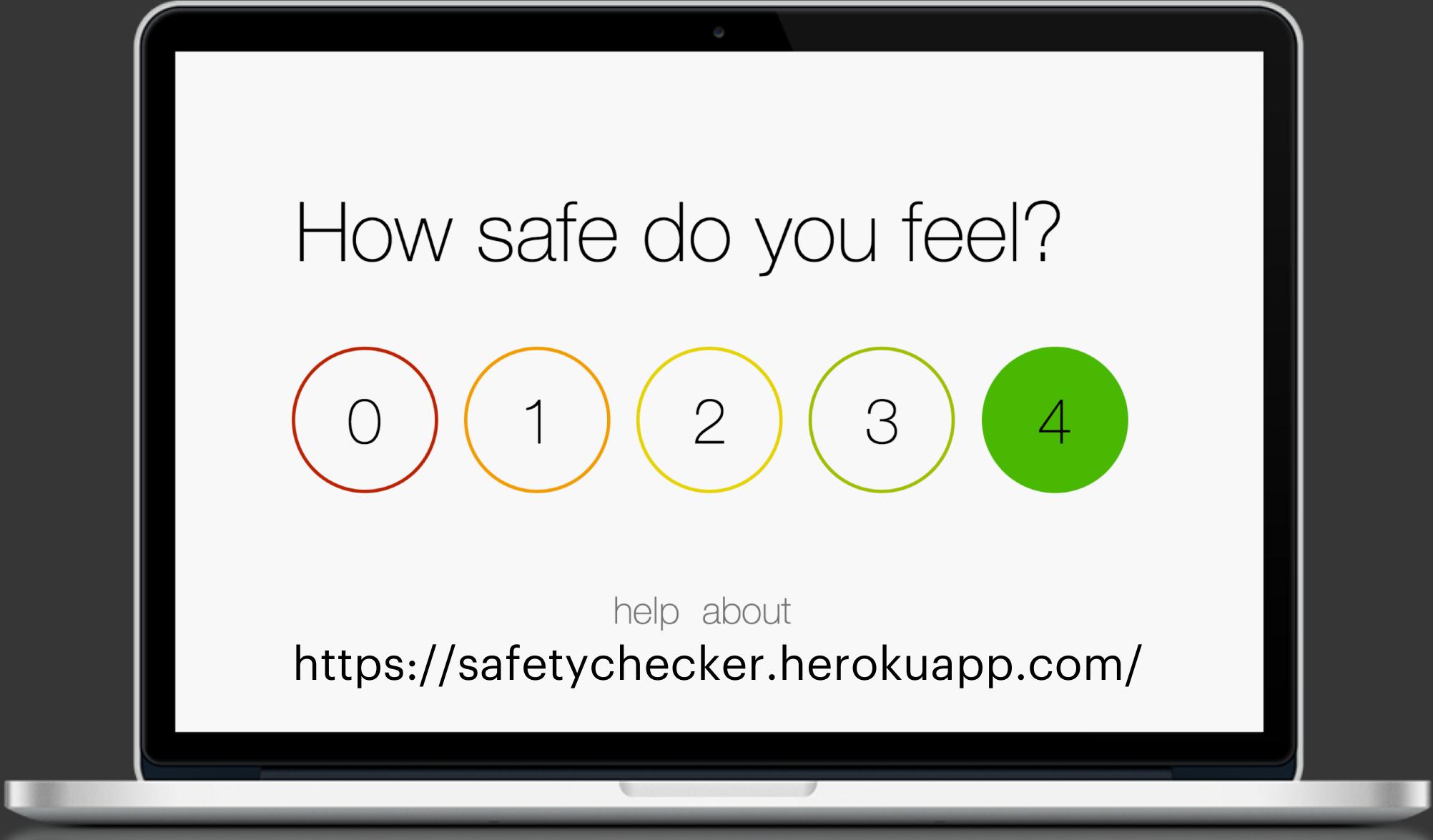
**YOUR TEAM
IS A
SILO**



**MANAGE
THIS
LIMITATION**

PSYCHOLOGICAL **SAFETY** HOW **SAFE** DO YOU FEEL?





How safe do you feel?

0

1

2

3

4

help about

<https://safetychecker.herokuapp.com/>

Here's the result!

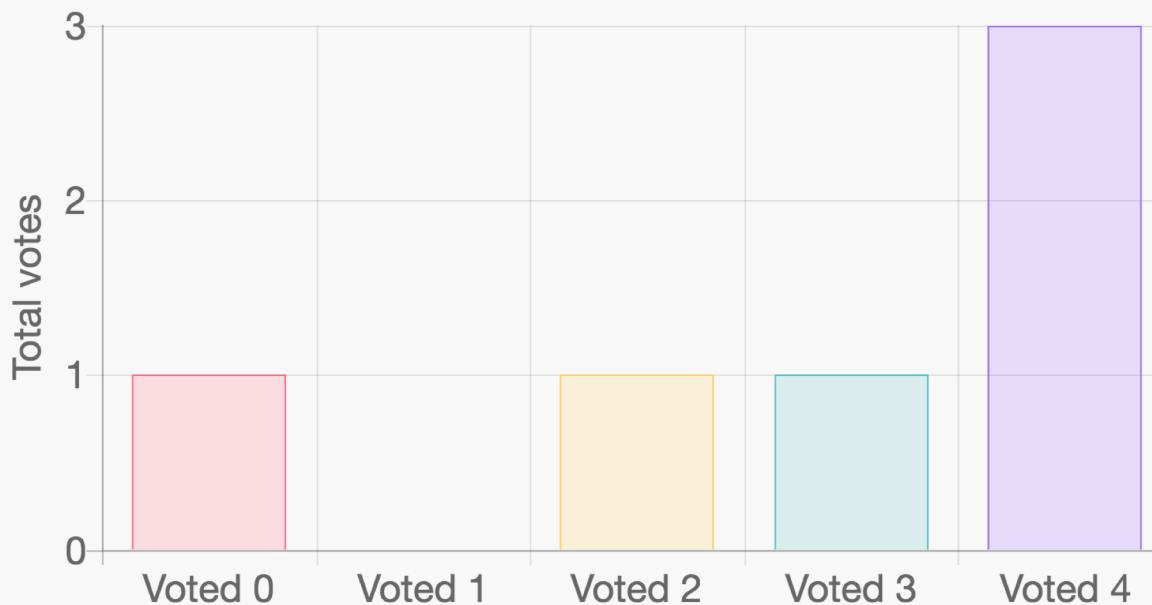
The average safety is

3

according to 6 people.

Please share so others can also participate in the check.

1 voted zero.



A photograph of a surfer riding a massive, curling wave. The surfer is positioned in the upper right quadrant of the frame, performing a maneuver where their body is parallel to the wave face. The water is a deep, dark blue, and the spray from the wave is visible. The background consists of a bright, solid yellow sky.

**CELEBRATE FAILURES
AND ASK
“WHERE DID WE
GET LUCKY?”**

A photograph of a man and a woman sharing a single ice cream cone. The man, on the left, has dark skin, curly hair, and is wearing an orange bandana. He is laughing with his mouth wide open. The woman, on the right, has light brown hair and is also laughing with her mouth wide open. She is wearing a colorful patterned top and has several tattoos on her arms, including a bicycle, a floral design, and a small figure. They are standing in front of a white wall with black diagonal stripes.

PROMOTE SHARING
WITHIN THE TEAM

A close-up photograph of a brown monkey sitting on a light-colored cobblestone surface. The monkey is facing forward, holding a yellow banana with its right hand and taking a bite out of it. Its left hand is resting on its knee. The background is blurred, showing some greenery and a white wall.

**TRY
CHAOS
MONKEY
FOR PEOPLE**

WRITE YOUR NICE RULES ON THE WALL



TO HELP KEEP THEM TRUE



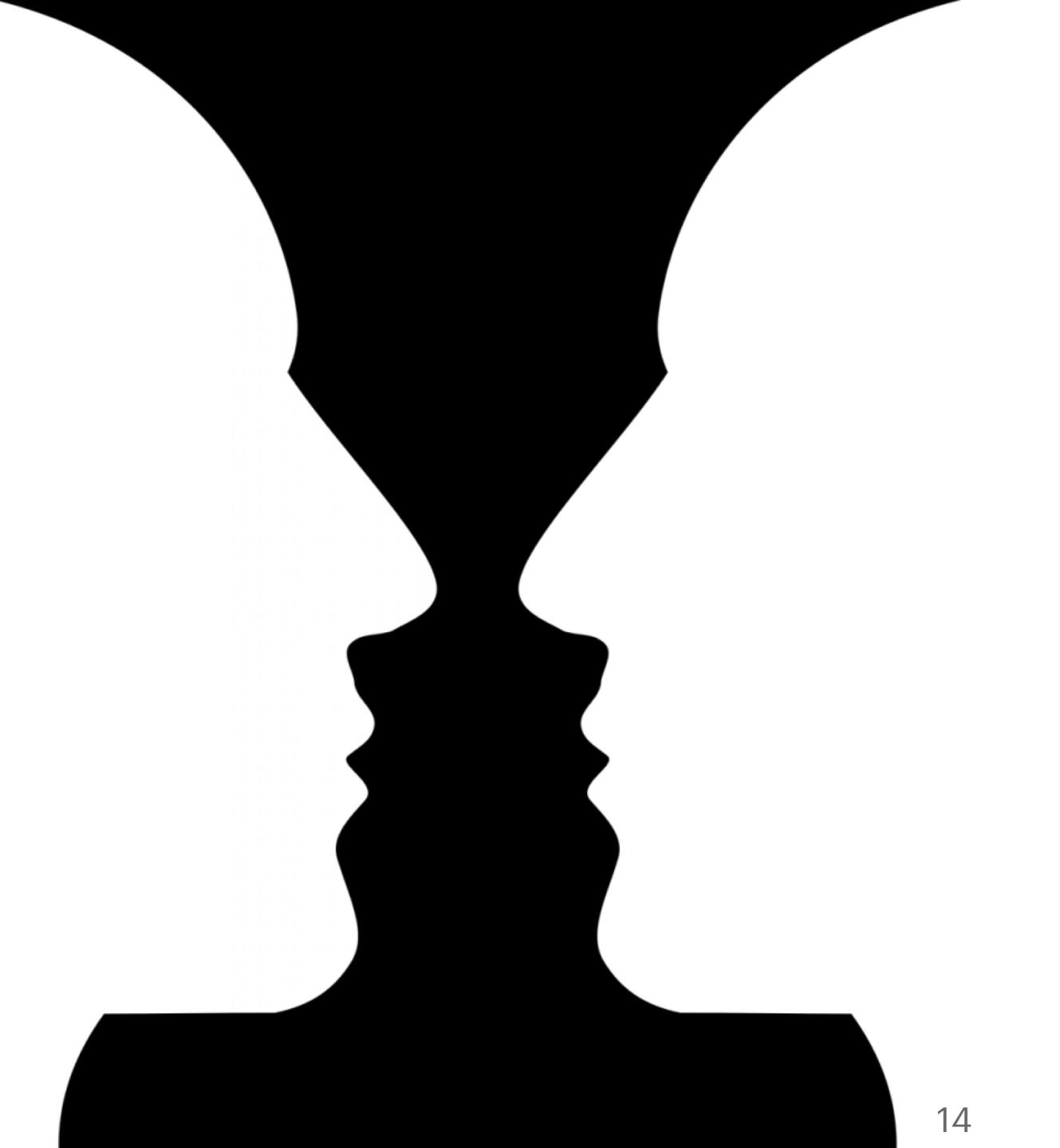
**SCIENTIFICALLY
EXPERIMENT
WITH THESE
IDEAS**

**“HACK
YOUR
CULTURE”**

A large stack of black Marshall speaker cabinets, arranged in three rows. The top row has six cabinets, the middle row has five, and the bottom row has four. Each cabinet has the word "Marshall" printed on its front panel. The cabinets are stacked in a staggered pattern. In the bottom right corner, there is a small portion of a red and black graphic or poster.

**SEEK FEEDBACK FROM THE TEAM
EVERYWHERE YOU CAN**

**EDUCATE EACH
OTHER ABOUT
LEARNED
HELPLESSNESS**



THE DISTRACTIONS THAT REALLY HURT ARE

...



**THE
DISTRACTIONS
THAT REALLY
HURT ARE
SOCIAL MEDIA
INTERRUPTIONS**



LEAD BY EXAMPLE

DO AS I SAY
DO AS I DO





**COLLECTIVELY COMMIT
TO LEARNING ABOUT
INCLUSION AND
DIVERSITY**

**“ Recipe for
burnout is the
inverse of the
recipe for
success.**



Jon Willis
@botchagalupe

https://www.mindtools.com/pages/article/newtcs_08.htm

<https://www.nhs.uk/Tools/Pages/Mood-self-assessment.aspx>

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Google work rules book: <https://www.workrules.net/uk>

Thank yous: <http://www.amy-castro.com/4-keys-meaningful-thank-you/>

Blame: <https://www.amazon.co.uk/Beyond-Blame-Learning-Failure-Success/dp/1491906413>

Burnout: <https://youtu.be/MPk9XVC78fw>

The Way We're Working Isn't Working (book)

Personal Kanban: <http://www.personalkanban.com/pk/>

Safety checker: <https://safetychecker.herokuapp.com/>

Learned Helplessness: <https://markosrendell.wordpress.com/2016/04/16/reducing-continuous-delivery-impedance-part-5-learned-helplessness/>

Celebrating failure:

https://www.ted.com/talks/astro_teller_the_unexpected_benefit_of_celebrating_failure?language=en

Turn the Ship Around (book)

More Patterns of Fearless Change (book)

35 dumb things well intentioned people say (book)

Chimp Paradox (book)