

## Says

What have we heard them say? What can we imagine them saying? **Thinks** 

What are their wants, needs, hopes, and dreams? What other thoughts might influence their behavior?



Brainstrom ways to improvein the future

Understand what's working and what's not

create a sense of psychological safety before discussing potentially challenging topics

Synthesize and visualize your team's ideas

Revamp a process

Brainstrom ways to improve teamwork

Rinjitha Persona Shame 109a Short summary of the personal thing a

Roja

Discuss individual performance with your manager or direct reports

Learn more about your team

Kick off a meeting or workshop with a funactivity

Give

recognition to

team members

who go above

Build team cameraderie

Celebrate your wins

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What behavior have we obs and beyond What can we imagine them doing?

Does

What are their fears, frustrations, and anxieties? What other feelings might influence their behavior?





