

Complete this handout before class and come prepared to discuss with your team.

Enable Others to Act

No one can do it alone. But in order to have a group in which everyone feels valued and wants to make a positive contribution, you have to be aware of how your actions can affect the team. In order to create an environment in which people want to collaborate, you have to make a conscious effort to create a *climate of trust*. You must also work towards *strengthening relationships* of the members of your team.

Think about a time when someone believed in you when you might not have believed in yourself. What impact did that have on you? How did it make you feel about that person?

Think about a time when someone gave you something to do and then stepped in and did it because they didn't like how you were doing it. What impact that have on you? How did that make you feel about that person?

Your teammates probably want to leave this class feeling like they gained something from this team experience. To that end you must work to strengthen each other by being intentional about the way that you interact. People who feel *empowered* are more likely to be determined to finish the job. Those that feel powerless are more likely to give up easily. The team environment should be a place in which members feel that they are *developing confidence and competence* as they complete meaningful tasks.

Circle the statements below that tend to make you feel *empowered* as a group member.

- Being appreciated for my accomplishments.
- Being asked for my opinion, and listened to when I provided it.
- Feeling that the group helped me learn how to do my job more effectively.
- Being pushed to do things that the leader was not willing to do herself.
- Having someone else take credit for my work.
- Having information shared with me.
- Knowing that others in the group didn't feel that I could handle the work.
- Being asked to take on an important task, even though I had never done anything like it before.
- Being able to make choices and use my own judgement to make decisions.
- Having people attack me personally while giving a presentation.
- Being ignored when asking questions.

- Being given responsibility for handling a difficult situation.
- Being told how I was doing and how I might improve.
- Being assigned trivial and often unimportant tasks.
- Being given responsibility but no authority to make decisions or hold others accountable.
- Having others in the group express their confidence in me.
- Having the group care little about whether I succeeded or failed in my tasks.
- Knowing that the leader had my back and supported decisions that I made.