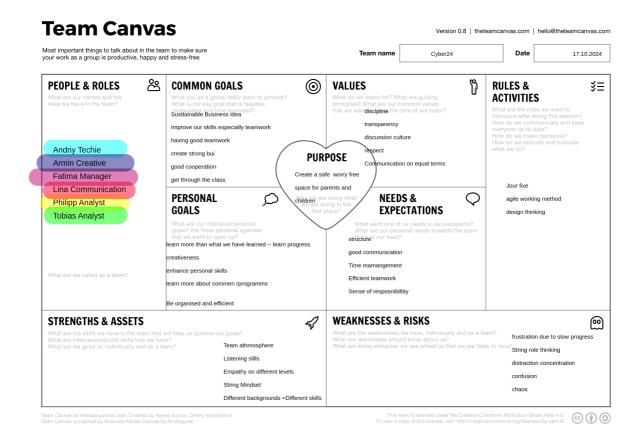


TEAM CANVAS

\equiv Can be used for categorie(s)	Team & Collaboration (B)
∷ Use during phase	START



What

The Team Canvas is a tool that helps you structure yourselves as a team and get an overview of how you like to work together, what guides you, where you have strengths and weaknesses, and who is responsible for what.

Following the motto "In teams, the things you don't talk about tend to matter the most" - the Team Canvas is a method that encourages you to discuss these things with each other.



Why

Teams are usually thought to go through **four phases** of development (much like we humans do):

- At the beginning in the "forming phase", group members are primarily concerned with belonging and rarely raise concerns (like toddlers and their parents)
- In the "storming phase ", the first conflicts arise and mutual dependencies develop (like teenagers and their parents)
- In the "norming phase " the team members learn to work together efficiently (like young adults)
- In the "performance phase " the team has clarified all framework conditions and works efficiently and smoothly together

! However, most teams get stuck between the first and second phases, especially when conflicts arise. If you work as a team from the beginning to clarify the framework for your collaboration, you can avoid this.

HOW

Use the canvas as a basis to talk as a team about how you envision collaboration. You can always adjust the Canvas and refer to it over time, so feel free to understand it as dynamic rather than static.

Here are a few questions that can help you reflect on team collaboration:

- What differences do we perceive among us on the team?
- How do we deal with each other, how do we talk to each other?
- How can we use our differences to generate even greater added value together?
- How can we create a creative and safe "space" for our team members but also other stakeholders - where everyone feels safe to share their observations, intuitions, suggestions for ideas or projects?
- Who do we trust to play what role in the team's fabric?
- What causes tension or stress in our team ?
- How can we encourage everyone to treat each other with mutual respect and to make our strengths and resources available to the team?



