

Close The Gap: Consciously Constructive Peer Coaching Behavioural Team Dev

#1	Scoring: On a scale of 0 to 10. 10 = best. 0 = worst or somewhere in between	Score
Q1	How well are we doing in terms of working together as a team? How effective is our team process; Communications, dialog, support, collaboration, tolerance, trust, and interaction?	S1
Q2	How well do we need to be doing? How important is good teamworking?	S2
	Our GAP S1-S2	

#2: OK so now...Lets close our GAP.

Action: Write down 2 behaviors that would improve the quality of teamwork: listening, recognition, respect, trust, tolerance, common goals. Etc. Each person writes the 2 behaviours, that if every team member got better on these two things, it would improve the quality of teamwork and performance. Choose behaviours like listening, recognition, common respect, open mindset, more trust, better communication, clear goals; All positive and good things – **actions we can see and improve.**

Behavior #1: _____ **Behavior #2:** _____

Now each team member shares the behaviours they wrote. **NO discussions of PEOPLE, just discuss desired BEHAVIORS.**

#3: Next: Let's Prioritize SWIFT Actions and Behaviors. Priority#1: _____

The team comes up with the #1 priority/ important behavior, that if everybody on the team got better at this 1 thing, it would improve the quality of teamwork. EG If the team says we all need to LISTEN better, or be more punctual, or keep promises. etc

Rules for #4: Positive, Simple, Focused & SWIFT. (Each person speaks to each other person) – 10 mins

Rule #1: Offer positive constructive Ideas for the future, **NO** feedback or negative comments about the past.

Rule #2: When you get the suggestions, you keep quiet, listen, take notes, and **say "thank you"**. NO judging or critiquing.

#4: Now Practice Feedforward.

Each team member has brief one-on-one chat with each other team member that sounds like this...

I'd say, Mr. (Team Member), we are at (S1) _____ in terms of working together as team. We want to get to (S#2) _____. Everybody's working on (Priority #1) _____. Other than (Priority #1), please give me 1 or 2 quick ideas, that, if I did these things better, it would really help improve the quality of our teamworking, relationships and performance.

Suggestion 1: _____

Suggestion 2: _____

#6: Personal FIERCE-Focus Improvement List

Now you have a list of things for yourself-pick 1. Each team member picks 1 key behaviour, for themselves, to work on. Eg I pick "giving recognition". Personal Pick#1: _____.

#7: 3 Question Follow-up Process – Monthly minimum.

About once a month or sooner, each team member talks to every other team member in a process that sounds like this:

Q1: "Team Member, we all agreed to improve our teamwork. We've committed to (Priority #1 _____).

Please give me 1 new idea based on last month, to help me be a great" (Priority #1 _____) next month.

Suggestions: _____

Q2: "My own area for improvement is (Personal #1: _____). Please give me 1 idea, based on last month, to help me do a great job of (Personal #1: _____), this month?"

Suggestion: _____

Q3: "I committed to be a great HP team player. Please give me 1 new idea to help me be an even better team player?"

Suggestions: _____

it's a quick chat with three ideas; 1. thank you, 2. thank you, 3. thank you. Now Care enough to return the favour. Src: M. Goldsmith

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High Performance Culture Creation Questions

Here are some useful 'big' questions to get the ball rolling and discover your Team Values:

- What do you, as a team, stand for?
- What is your purpose? Why do you do what you do every day?
- How does your company make the world better?
- What matters to you, and how do you make a difference?
- How would you describe your current company culture?
- What drives your people to turn up and work for you?
- What makes your heart sing? What does your heart beat for as a leader?
- What makes you come to work singing and go home whistling?

By pinning down your values, and beliefs, you clarify what behaviours and attitudes are needed to build a high-performance culture. This becomes your blueprint or SWIFT Action plan to work with your whole team or company.

Which Of These Team Dysfunctions are Blocking Performance and Must Be Reversed in Your Teams?

Becoming a high-performance culture means you must iron out low-performance issues in your teams. That starts with you as leaders. Here are some common examples...to play with.

	Dysfunction	Score
1	Poor teamwork	
2	Lack of trust	
3	Toxic individuals	
4	Low staff morale	
5	Ego, self-centred or controlling	
6	Lack of commitment	
7	Lack of holding others to account	
8	Internal conflicts	
9	Unresolved conflicts	
10	Resistance to change	
11	Lack of vision	
12	The ruthless chasing of profit	
13	Poor Communication	
14	Integrity / Honesty Issues	
15	Lack of Empathy	
16	...	
17	...	



Fixed vs Growth Mindsets

Low-performance cultures are based on fear, ego survival, protection, and defence. These create basic behaviours, rules, and attitudes, that lead to a FIXED, or FEAR, mindset. Growth or COURAGEOUS mindsets are based on ethics, meaning, support, Empathy, safety, and purpose, making a difference, and making the workplace and the world better for all.

The essential qualities of a growth mindset begin with learning to unite; to trust, and to share, as a leadership group. It needs everyone, all to bond and tune into one another.

We all need to understand and work with each other's strengths and weaknesses. There is no place for ego and political game playing. These sorts of characteristics and behaviours are toxic, destructive, greed-based, and have to be removed from your leadership team one way or another. Time for a Rethink! Time to become truly CONSCIOUS!