

The Best Possible Team

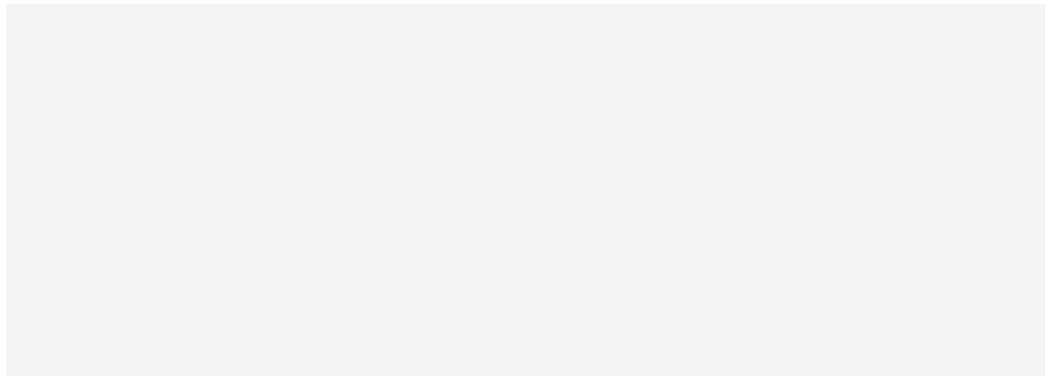
- 📍 Mindset
- 🕒 30-60 min.
- 👥 Group

Tool Description

Instructions

Step 1: Imagine your best possible team

This step involves writing about your team at its best possible 'self'. Imagine your team functioning at its optimal level, with each of its members performing to the best of their abilities, and the team achieving all the things that it sets out to achieve. You will write for 10 minutes about this best possible team. While writing, do not worry about grammar or punctuation; simply focus on expressing all thoughts, feelings, and emotions that show up for you. You may want to have several sheets of paper for this step.



Step 2: Share individual visions with the group

Have each team member share their vision of their best possible team with the wider group. Invite team members to take turns to summarise (or read if preferred) what they wrote in step 1.

Step 3: Similarities and differences in visions

On a whiteboard or piece of butchers paper, draw two columns and label them 'Similarities' and 'Differences'. As a group, discuss (and write down) the similarities and differences among the individual team members' visions. For example, if multiple team members mentioned something along the lines of 'respectful communication', this would be added to the 'Similarities' column. If only one team member mentioned 'more frequent team meetings', this would be added to the 'Differences' column. Take time here to make sure that every team member's vision has been considered and incorporated into the table.

Step 4: Create a new best possible team

As a whole group, integrate your findings from Step 3 to come up with a new shared best possible team. Pay particular attention to the Similarities column from Step 3, as this reflects the group's common aspirations. Work collaboratively to write down a detailed description of this new ideal team.

Step 5: Define core values

The final step of the exercise is to define what this newly defined ideal team stands for. In the space provided, have the team work together to come up with 3-5 core team values:

- 1.
- 2.
- 3.
- 4.
- 5.

Author: This tool was created by Lucinda Poole (PsyD) (<https://www.linkedin.com/in/lucinda-poole-24a122121/>) and Hugo Alberts (PhD) (https://www.researchgate.net/profile/Hugo_Alberts).