

ARE YOU READY FOR TEAM BUILDING?

Team building can be an effective process for improving team cohesiveness and productivity. However, readiness – both yours and the team’s – is critical to ensure a successful team building effort. You should carefully evaluate your and the team’s readiness before starting a team building project.

To help decide if you are ready for coaching, ask yourself the following questions and check the boxes when your answer is yes.

- Am I prepared to look at my own role and style, and how that impacts the team?
- Am I open to new ideas and new ways of doing things?
- Are there interpersonal or operational problems that keep the team from functioning at its best?
- Is the team prepared to devote time and energy to the team building process?
- Do you and the team recognize that team building is a process that occurs over time, and not a one-time event?
- Are you and the team willing to examine behaviors that interfere with teamwork and collaboration, and make necessary changes?
- Are you comfortable sharing decision making with reports and working in a participative environment?
- Is a high degree of interdependence and cooperation among reports needed to meet the team’s goals?
- Are you and the other team members willing to be open and forthcoming in interviews with the team building consultant?
- One more?

If you checked most of the above questions, you and your team are good candidates for team building. The more boxes you left unchecked, the greater the likelihood that you and the team are not for ready team building, that this is not a good time to start. If you are uncertain, discuss the matter with a trusted advisor, preferably someone who has had experience with a team building process.