



# Prairie Hills MBTI Offsite Workbook

## MBTI Team Member Scores

<b>Name</b>	<b>Style</b>
1. BARBARA NETTLES	ESTJ
2. CARLENE MATTHEWS	ESTJ
3. JOYCE DICKERSON	ENFP
4. JUANITA JORDAN	ESTJ
5. KIMAKO PATTERSON	ESTJ
6. SHARRON DAVIS	ESTP
7. YVETTE HARRIS-BLACK	ESTJ
8. KATHY TAYLOR	ISFJ

<b>E Extraversion</b>	<b>7</b>	<b>I Introversion</b>	<b>1</b>
<b>S Sensing</b>	<b>7</b>	<b>N Intuitive</b>	<b>1</b>
<b>T Thinking</b>	<b>6</b>	<b>F Feeling</b>	<b>2</b>
<b>J Judging</b>	<b>6</b>	<b>P Perception</b>	<b>2</b>

# Team Development Model

Teams develop through a predictable process, from forming to performing.

**Which stage is your team in? How can you move the team to the next level?**

Team	Hallmarks	Team Leader's Job
<b>Forming</b>	<ul style="list-style-type: none"> <li>Getting to know each other</li> <li>Multiple goals</li> <li>Being tentative and "nice"</li> <li>Being in "artificial harmony"</li> <li>Not sure of goals, roles or procedures</li> <li>Not wanting to rock the boat</li> <li>Anxiety and excitement</li> </ul>	<p><b>Direct</b> the team toward actions needed:</p> <ul style="list-style-type: none"> <li>Help team members get to know each other</li> <li>Clarify goals, roles and procedures</li> <li>Set norms and expectations</li> </ul>
<b>Storming</b>	<ul style="list-style-type: none"> <li>Increased familiarity</li> <li>Multiple goals</li> <li>Goal confusion or lack of clarity</li> <li>Role confusion or disagreement</li> <li>Artificial harmony or open discord</li> <li>Personal conflicts</li> </ul>	<p><b>Direct</b> the team toward actions needed:</p> <ul style="list-style-type: none"> <li>Clarify goal and expectations</li> <li>Clarify roles</li> <li>Open up meetings to resolve conflicts</li> </ul>
<b>Norming</b>	<ul style="list-style-type: none"> <li>Shared goals</li> <li>Fear of "rocking the boat"</li> <li>Artificial harmony</li> <li>Conflict avoidance</li> <li>Mediocre results</li> <li>Goals and roles re clear</li> <li>Trust and team norms are developing</li> </ul>	<p><b>Coach</b> the team to achieve open dialogue and to tackle the tough issues instead of avoiding</p> <p><b>Participate</b> in team projects</p> <ul style="list-style-type: none"> <li>Support risk taking and shared learning</li> <li>Facilitate conflict resolution between people</li> </ul>
<b>Performing</b>	<ul style="list-style-type: none"> <li>Shared success</li> <li>Open and willing to take risks and trust others</li> <li>Shared roles/interchangeable</li> <li>Shared leadership</li> <li>Mistakes are seen as learning</li> </ul>	<p><b>Support</b> team decisions</p> <ul style="list-style-type: none"> <li>Shared control</li> <li>Open communication assures mistakes are caught early</li> <li>Encourage a sense of team identity and belonging</li> </ul>

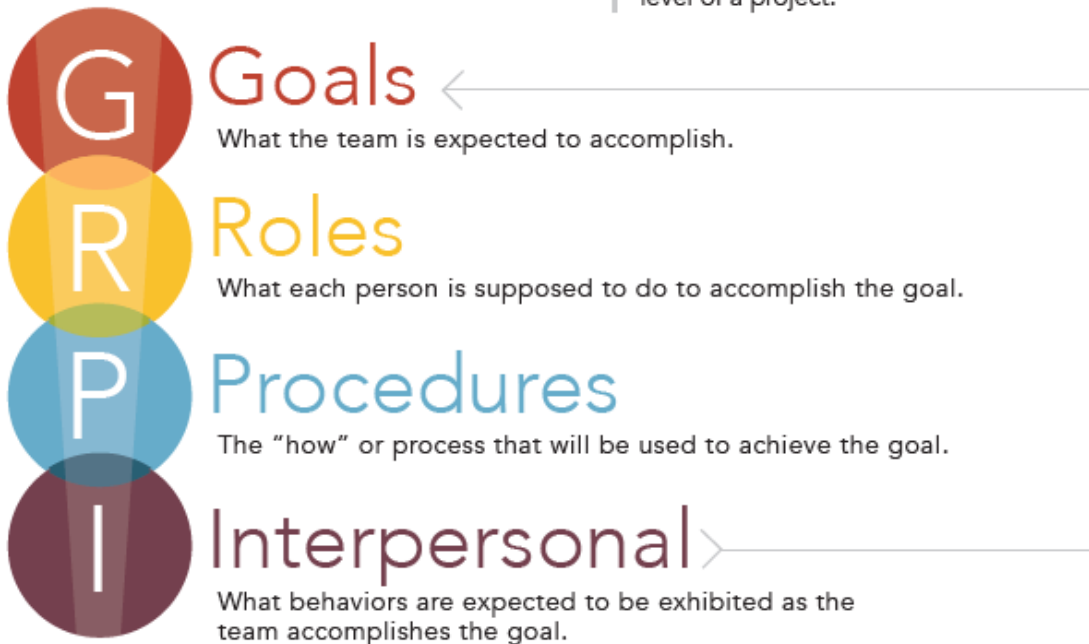
## Assessing Your Team Using the GRPI Model

The GRPI Model allows teams to assess their current functioning on four dimensions:

- Clear goals allow a team to join a shared purpose, direction and future
- Clear roles allow team members define the roles they play
- Clear work processes help teams develop clear workflows
- Clear ways of supporting individual contributors with trust, appreciation and support

### ENSURING CLEAR EXPECTATIONS: THE GRPI MODEL

The GRPI model allow project leaders to ensure that they communicate each level of a project:



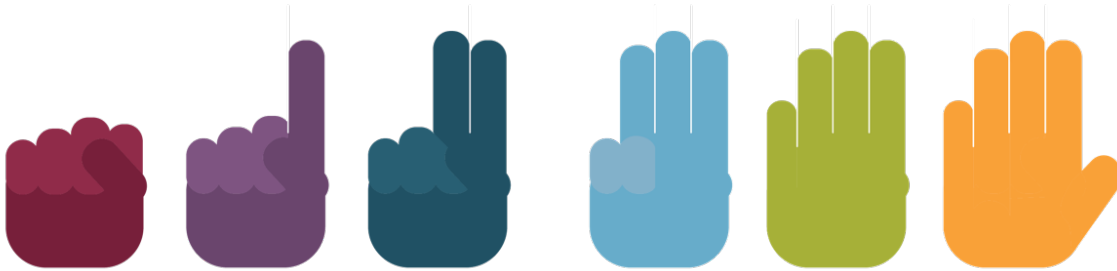
### Assessing Your Team on the Following Scale:

	LOW	DEVELOPING	HIGH
1. The team is clear on its shared goals:	1	2	3
2. Team members are clear on their individual roles and responsibilities:	1	2	3
3. There are clear operating procedures to ensure workflow:	1	2	3
4. There is a climate of trust, appreciation and support among team members:	1	2	3

# Make Better Decisions Faster

## TEAM DECISION-MAKING MODEL: **FIST TO FIVE**

The Fist to Five is a technique for quickly getting feedback or gauging consensus during a meeting. The leader makes a statement, then asks everyone to show their level of agreement with the statement by holding up a number of fingers, from 5 for wild enthusiasm down to a clenched fist for vehement opposition.



### LACK OF CONSENSUS

No way!  
I'll block this.

I see **MAJOR**  
issues we need  
to resolve.

I see **MINOR**  
issues we need  
to resolve now.

### CONSENSUS

I see minor  
issues we can  
resolve later.

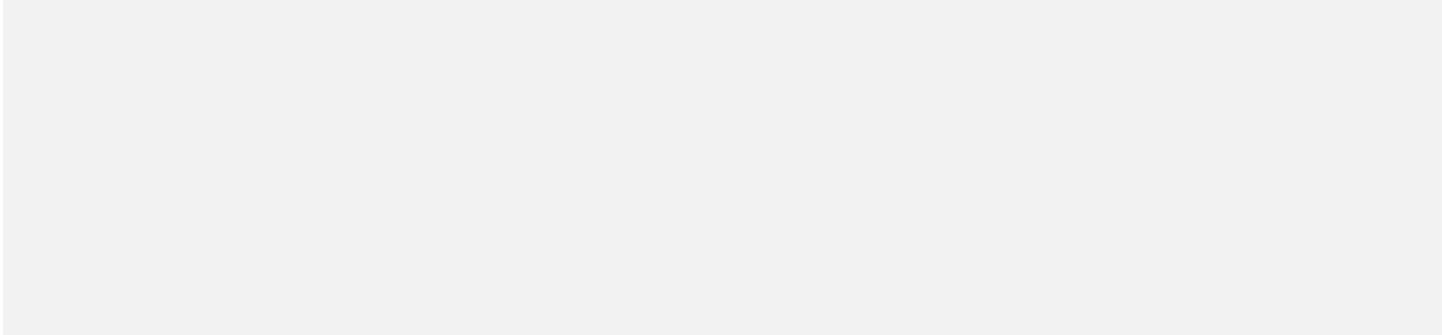
I am fine with  
this as it is.

I love this!  
I will champion it!

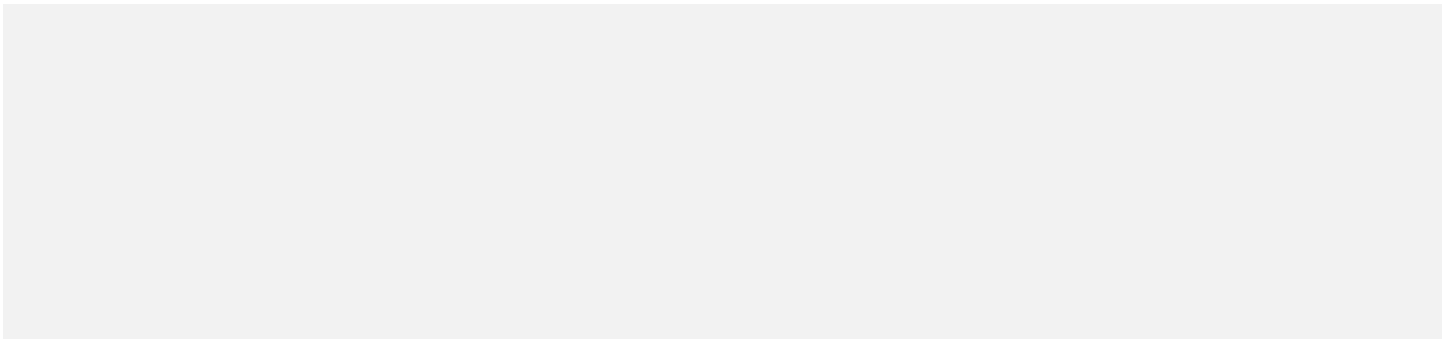
# New Team Action Plan

## Team Goal Sheet

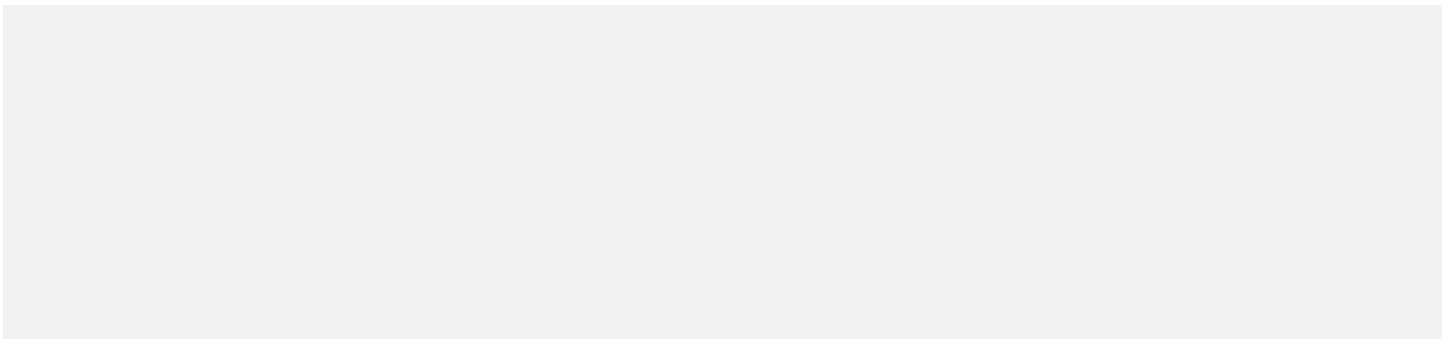
1. Where is your team developmentally? How can you move it toward the next level?



2. What are your team's strengths?

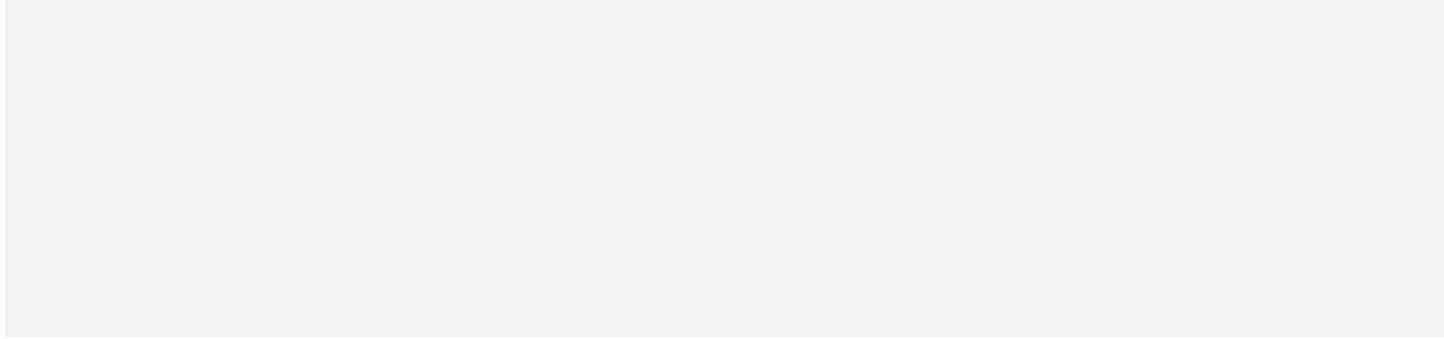


3. What are your team's challenges?

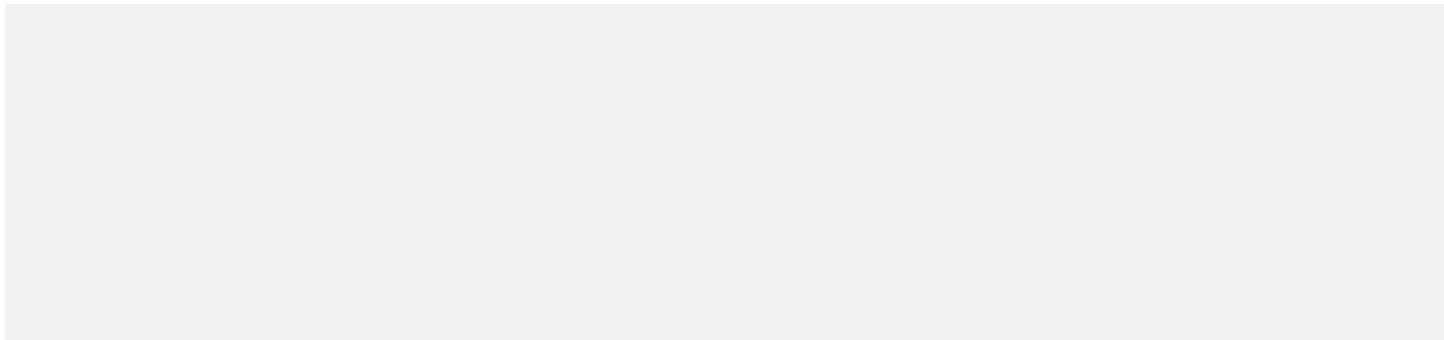


## Individual Goal Sheet

What can you help do to **start** helping your team to work effectively together?



What can you do to help your team **stop** doing so they are more effective together?



What is going well that you can help the team **continue** to do?

