

Team Work = Tasks + People

Do you start your meetings with a team check-in or dive right into your agenda? Do you enjoy lunch with others or independently at your desk? Is quality a byproduct or an intention? Does your team care more about winning or bringing out each other's best?

If you focus on production without regard for people, over time you get results with burnout. If you attend to the needs of each other at the expense of results delivery, you have fun but nothing gets done. To accelerate and sustain high quality team performance attend to both-- not only what gets done but how.

A task-oriented team wants to get things done and tends to believe relationships (and sometimes quality) is a distraction to achievement. If your team is moving so fast that you barely notice each other's facial expressions or excellence is lacking, try these tips:

- Open meetings with a brief icebreaker
- Add quality parameters to team goals
- Genuinely ask how team members are doing before following up on work
- Start with a personalized greeting in e-mail requests
- Go to lunch with teammates and don't talk about work
- Share team accomplishments visibly and frequently
- Create venting protocols
- Provide skill building in team toxins, dialogue and change management

A people-oriented team tends to value connection more than to-do lists. If you find your team spends too much time discussing weekend activities, processing or making each other happy try these tips:

- Open meetings reconnecting to the team's vision
- Use the positive energy to address one problem you are trying to solve
- Qualify and quantify why you exist as a team
- Clarify roles and responsibilities
- Build a sense of urgency
- Discuss ways friendships can enable goal achievement
- Attend to any voice that mentions a desire to get some work done
- Provide skill building in team toxins, constructive interaction and change management

If you'd like to know how to build more productivity AND positivity on your team, talk to me about the Team Diagnostic Assessment and Team Coaching Approach developed by Team Coaching International www.teamcoachinginternational.com. It takes the guesswork out and accelerates change for the better!

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