

Team Building & Culture Development

Creating Cohesive, High-Performing Teams in SUD Treatment

Intensives Library · Team Culture & Retention

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Part 1 · Overview

Team Building & Culture Development

Creating cohesive, high-performing teams in SUD treatment requires sophisticated leadership that balances compassion with accountability, individual recognition with team cohesion, and clinical excellence with emotional sustainability. This intensive develops the systematic approaches needed to build team cultures that thrive rather than merely survive.

Learning Slides

Inclusive environment creation, team norms, recognition systems, and conflict resolution.

Self-Assessment

Evaluate your team building competencies across six critical culture development dimensions.

Worksheet

Structured exercises for building action plans across team culture dimensions.

Culture Development Dimensions

Inclusive environment creation

Team norms and expectations

Recognition and celebration systems

Conflict resolution and prevention

Learning culture facilitation

Team cohesion and collaboration enhancement

Part 2 · Slides

Team Building & Culture Development Learning Slides

Creating Cohesive, High-Performing Teams in SUD Treatment

UNDERSTANDING TEAM BUILDING & CULTURE

The Foundation of High-Performing Teams

Creating Cohesive Teams That Thrive

Team Building and Culture Development represents one of the most impactful yet complex aspects of supervision. It requires understanding group dynamics, individual motivation patterns, and organizational culture while managing the unique stressors of substance use disorder treatment environments. Teams in addiction treatment face high emotional demands, frequent patient crises, regulatory pressures, and staffing challenges—creating cohesive teams that thrive rather than merely survive requires sophisticated leadership.

Key Elements:

Team culture directly influences staff retention and morale

Effective teams balance compassion with accountability

Team building goes beyond occasional activities to sustainable systems

Individual staff needs must balance with team objectives

Unaddressed conflicts can poison entire team dynamics

The Unique Challenges of SUD Treatment Teams

Navigating Complex Organizational Tensions

Team culture in addiction treatment settings must balance compassion with accountability, support with challenge, individual recognition with team cohesion, and clinical excellence with emotional sustainability. Many supervisors struggle with creating positive team cultures because they lack systematic approaches to culture development, underestimate the impact of unaddressed conflicts, or focus exclusively on task accomplishment while neglecting relationship maintenance.

Key Elements:

High emotional demands require strong support systems

Patient crises create ongoing stress that affects team dynamics

Regulatory pressures add complexity to daily work

Staffing challenges require adaptable team structures

Balance task accomplishment with relationship maintenance

INCLUSIVE ENVIRONMENT CREATION

Ensuring All Staff Feel Valued and Heard

The Foundation of Team Psychological Safety

Inclusive environment creation involves ensuring all staff feel equally valued and included in team decisions and activities. This competency requires actively identifying and addressing exclusion or marginalization, celebrating diversity of backgrounds and perspectives, and balancing individual differences with team cohesion. Creating truly inclusive teams requires vigilant attention to bias, favoritism, and power dynamics.

Key Elements:

Creating environments where all staff feel valued and heard

Actively identifying and addressing exclusion or marginalization

Fostering cultures that celebrate diverse perspectives

Balancing individual differences with strong team cohesion

Recognizing and addressing bias or favoritism proactively

TEAM NORMS & EXPECTATIONS

Establishing Clear Standards That Work

Balancing Autonomy with Accountability

Team norms and expectations development involves establishing clear, comprehensive standards that all staff understand and follow consistently. This competency requires balancing individual autonomy with collective accountability, enforcing standards fairly while maintaining relationships, adapting expectations for different experience levels, and regularly updating norms as the team evolves.

Key Elements:

Establishing clear norms all staff understand and follow

Balancing individual autonomy with collective accountability

Enforcing standards fairly while maintaining positive relationships

Adapting expectations for different experience levels

Regularly reviewing and updating norms to reflect team growth

RECOGNITION & CELEBRATION SYSTEMS

Celebrating Success Without Creating Competition

Sustainable Motivation and Engagement

Recognition and celebration system excellence involves implementing practices that celebrate individual achievements while strengthening team cohesion and morale. This competency requires identifying and celebrating successes in meaningful, authentic ways, providing specific and timely recognition, balancing recognition of high performers with support for all team members, and creating sustainable practices that maintain long-term motivation.

Key Elements:

Celebrating individual achievements while strengthening team cohesion

Identifying team successes that feel meaningful to all members

Providing specific, timely, and tailored recognition

Balancing recognition with support for all team members

Creating sustainable practices for long-term motivation

CONFLICT RESOLUTION & PREVENTION

Addressing Conflicts as Opportunities for Growth

From Avoidance to Proactive Management

Conflict resolution and prevention mastery involves proactively identifying and addressing potential conflicts before they escalate and damage team relationships. This competency requires effectively mediating conflicts while maintaining neutrality, addressing both task-related and relationship conflicts constructively, helping team members develop conflict resolution skills, and creating environments where conflicts are viewed as growth opportunities.

Key Elements:

Proactively identifying conflicts before they escalate

Mediating effectively while maintaining neutrality

Addressing both task and relationship conflicts constructively

Helping team members develop conflict resolution skills

Viewing conflicts as opportunities for growth, not threats

LEARNING CULTURE FACILITATION

Creating Psychological Safety for Innovation

When Mistakes Become Learning Opportunities

Learning culture facilitation excellence involves fostering team environments where staff feel psychologically safe to take risks, make mistakes, and learn from experiences. This competency requires balancing learning opportunities with operational requirements, encouraging innovation while maintaining quality standards, creating diverse learning opportunities for different styles,

and modeling curiosity and continuous growth.

Key Elements:

Fostering psychological safety for risk-taking and learning

Balancing learning opportunities with operational requirements

Encouraging innovation while maintaining quality standards

Creating diverse learning opportunities for different styles

Modeling curiosity, learning, and professional growth

TEAM COHESION & COLLABORATION**Building True Team Synergy****From Basic Cooperation to Collective Excellence**

Team cohesion and collaboration enhancement mastery involves building genuine trust, connection, and mutual support among team members with diverse personalities and work approaches. This competency requires facilitating collaboration that creates true team synergy, maintaining cohesion during high stress or organizational change, balancing individual contributions with collective achievements, and creating resilience systems that enable mutual support.

Key Elements:

Building genuine trust and connection among diverse team members

Facilitating collaboration that creates true team synergy

Maintaining cohesion during stress or organizational change

Balancing individual recognition with collective achievements

Creating resilience systems for mutual support during challenges

Self-Reflection: Understanding Your Profile**Assessing Your Team Building Strengths****Deep Insight Through Targeted Questions**

Self-reflection is essential for team building development. Understanding your unique profile—your greatest strengths and most significant challenges—helps you recognize patterns, leverage what works well, and identify areas for focused development.

Key Elements:

Which team building dimension represents your greatest strength?

Which dimension presents your most significant challenge?

How do your competencies and challenges interact?

What team building experiences have most surprised you?

How have your competencies evolved over time?

Self-Reflection: Understanding Motivations

The Psychology of Your Team Building Approach

Values, Influences, and Personal Patterns

Understanding the psychological foundations of your team building approach helps you recognize what energizes versus drains you, how your values influence your leadership, and how to maintain authenticity while creating effective team cultures.

Key Elements:

What personal values most strongly influence your team building?

How do you handle tension between support and accountability?

What aspects of team building energize versus drain you?

How does your leadership background shape your approach?

How do you maintain authenticity in team culture creation?

SELF-REFLECTION: DEVELOPMENT STRATEGIES

Developing Your Team Building Competencies

Strategies for Continuous Growth

Effective development requires understanding what strategies work best for you, identifying barriers to growth, and creating sustainable approaches to ongoing improvement in team building and culture development.

Key Elements:

What strategies have proven most effective for your strengths?

What role do mentorship, training, and peer learning play?

How do you balance skill development with immediate team needs?

What practices do you want to implement or strengthen?

How do you measure team building effectiveness?

SELF-REFLECTION: BUILDING EXCELLENCE

Creating Your Team Building Legacy

Vision, Values, and Long-Term Impact

Excellence in team building requires vision for what you want to create, alignment between daily practice and long-term goals, and the ability to view team challenges as opportunities for strengthening culture rather than just problems to solve.

Key Elements:

What would team excellence look like in your specific context?

How do you balance your style with organizational expectations?

How can you view team challenges as culture-building opportunities?

How might your approach need to evolve as your team changes?

What team building legacy do you want to create?

ACTION PLANNING**Creating Your Personalized Team Building Map****From Assessment to Targeted Development**

Based on your assessment results, create a personalized team building development map that identifies your specific competency patterns. This exercise helps move from general team building categories to the highly individualized way team leadership operates in your unique organizational context.

Key Elements:

List specific examples for each competency dimension

Identify patterns in your team building challenges

Recognize connections between different competencies

Update your map regularly as you discover new patterns

Use concrete examples to make abstract concepts tangible

ACTION PLANNING**Your Team Building Development Action Plan****Transforming Insight Into Measurable Growth**

Select 2-3 specific team building competencies to develop based on your assessment results. Focus is essential—trying to improve everything at once leads to scattered efforts and limited progress. Choose areas where development will have the greatest impact on your team's effectiveness, morale, and patient care outcomes.

Key Elements:

Define the specific competency area clearly

Identify current gaps and desired team outcomes

Set clear, measurable goals for team development

Break goals into specific, actionable steps

Establish accountability and support measures

Create a realistic timeline for implementation

Plan for potential obstacles and how to overcome them

Part 3 · Mind Map

Team Building & Culture Development

Creating Cohesive, High-Performing Teams in SUD Treatment

Culture Development Dimensions

- Team Culture
- 1
- Inclusiveenvironmentcreation
- 2
- Team norms andexpectations
- 3
- Recognition andcelebration systems
- 4
- Conflict resolutionand prevention
- 5
- Learning culturefacilitation
- 6
- Team cohesion andcollaborationenhancement

The 6 parts of this intensive's framework, numbered as the overview lists them.

Part 4 · Assessment

Team Building & Culture Development Assessment

Creating Cohesive, High-Performing Teams in SUD Treatment

Identifying Team Building and Culture Development Challenges

Inclusive Environment Creation Struggles

1. I struggle to ensure all staff feel equally valued and included in team decisions and activities.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never/Not at all Always/Extensively

2. I find it difficult to address situations where some staff feel excluded or marginalized by others.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never/Not at all Always/Extensively

3. I have trouble creating team environments where staff with different backgrounds feel comfortable participating.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never/Not at all Always/Extensively

4. I struggle to balance accommodating individual differences with maintaining team cohesion.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never/Not at all Always/Extensively

5. I find it challenging to recognize and address unconscious bias or favoritism in team interactions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Never/Not at all Always/Extensively

Team Norms and Expectations Development Difficulties

6. I have difficulty establishing clear team norms that all staff understand and follow consistently.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

7. I struggle to create team expectations that balance individual autonomy with collective accountability.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

8. I find it challenging to enforce team standards without creating resentment or resistance.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

9. I have trouble maintaining consistent expectations when dealing with staff of different experience levels.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

10. I struggle to update team norms and expectations as the team evolves and circumstances change.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Recognition and Celebration System Challenges

11. I find it difficult to recognize individual achievements without creating jealousy or competition among staff.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

12. I struggle to identify and celebrate team successes in meaningful ways that resonate with all members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

13. I have trouble providing recognition that feels authentic rather than forced or superficial.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

14. I find it challenging to balance recognizing high performers with supporting struggling team members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

15. I struggle to create recognition systems that maintain motivation over time rather than just providing temporary boosts.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Conflict Resolution and Prevention Struggles

16. I tend to avoid addressing team conflicts, hoping they will resolve themselves naturally.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

17. I find it difficult to identify early warning signs of developing conflicts before they escalate.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

18. I struggle to mediate conflicts without being seen as taking sides or playing favorites.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

19. I have trouble addressing personality conflicts that don't directly impact work performance but affect team morale.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

20. I find it challenging to prevent resolved conflicts from recurring or creating ongoing tension.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Learning Culture Facilitation Difficulties

21. I struggle to create team environments where staff feel safe making mistakes and learning from them.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

22. I find it difficult to balance providing learning opportunities with meeting immediate operational demands.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

23. I have trouble fostering curiosity and innovation while maintaining necessary protocols and standards.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

24. I struggle to create learning opportunities that engage staff with different learning styles and preferences.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

25. I find it challenging to model continuous learning while managing multiple supervisory responsibilities.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Team Cohesion and Collaboration Enhancement Challenges

26. I struggle to build genuine connection and trust among team members with different personalities and work styles.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

27. I find it difficult to create collaboration that goes beyond basic cooperation to true team synergy.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

28. I have trouble maintaining team cohesion during periods of high stress or organizational change.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

29. I struggle to balance individual recognition with team identity and collective achievement.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

30. I find it challenging to create team resilience that helps the group support each other during difficult periods.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Demonstrating Team Building and Culture Development Competencies

Inclusive Environment Creation Excellence

31. I consistently create team environments where all staff feel valued, heard, and included in important decisions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

32. I actively identify and address situations where team members might feel excluded or marginalized.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

33. I foster team cultures that celebrate diversity of backgrounds, perspectives, and approaches to work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

34. I effectively balance accommodating individual differences with maintaining strong team cohesion and identity.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

35. I recognize and proactively address bias, favoritism, or exclusion in team interactions and dynamics.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Team Norms and Expectations Development Mastery

36. I establish clear, comprehensive team norms that all staff understand, accept, and follow consistently.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

37. I create team expectations that effectively balance individual autonomy with collective accountability and responsibility.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

38. I enforce team standards fairly and consistently while maintaining positive relationships with all team members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

39. I adapt team expectations appropriately for staff with different experience levels while maintaining overall standards.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

40. I regularly review and update team norms and expectations to reflect team growth and changing circumstances.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Recognition and Celebration System Excellence

41. I implement recognition systems that celebrate individual achievements while strengthening team cohesion and morale.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

42. I consistently identify and celebrate team successes in ways that feel meaningful and authentic to all members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

43. I provide recognition that is specific, timely, and tailored to individual and team preferences and values.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

44. I balance recognition of high performers with support and encouragement for all team members at different skill levels.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

45. I create sustainable recognition and celebration practices that maintain long-term motivation and engagement.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Conflict Resolution and Prevention Mastery

46. I proactively identify and address potential conflicts before they escalate and damage team relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

47. I effectively mediate team conflicts while maintaining neutrality and preserving relationships with all parties.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

48. I address both task-related and relationship conflicts promptly and constructively to maintain team effectiveness.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

49. I help team members develop conflict resolution skills so they can address issues independently when appropriate.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

50. I create team environments where conflicts are viewed as opportunities for growth rather than threats to avoid.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Learning Culture Facilitation Excellence

51. I foster team environments where staff feel psychologically safe to take risks, make mistakes, and learn from experiences.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

52. I effectively balance providing learning and development opportunities with meeting immediate operational requirements.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

53. I encourage innovation, creativity, and continuous improvement while maintaining necessary quality standards and protocols.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

54. I create diverse learning opportunities that engage different learning styles and accommodate various professional development needs.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

55. I consistently model curiosity, learning, and professional growth while fulfilling my supervisory responsibilities.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Team Cohesion and Collaboration Enhancement Mastery

56. I build genuine trust, connection, and mutual support among team members with diverse personalities and work approaches.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

57. I facilitate collaboration that creates true team synergy and collective problem-solving capability beyond individual contributions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

58. I maintain and strengthen team cohesion during periods of high stress, crisis, or significant organizational change.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

59. I effectively balance recognition of individual contributions with celebration of team identity and collective achievements.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

60. I create team resilience systems that enable members to support each other through professional and personal challenges.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Scoring guide

High Team Building Challenge

Score: 120 and above

You experience significant difficulties creating cohesive teams and positive cultures. These challenges may be resulting in low team morale, high turnover, and poor collaboration. Immediate attention is essential.

Moderate Team Building Challenge

Score: 90 and above

You experience notable challenges in several areas. While your team may be functioning at a basic level, these challenges could be limiting effectiveness and preventing full potential.

Mild Team Building Challenge

Score: 60 and above

You experience some difficulties with team building but maintain effectiveness in several areas. Continue developing skills in challenging areas while strengthening existing competencies.

Low Team Building Challenge

Score: below the band above

You have developed good team building capabilities and generally create positive team environments effectively.

Strong Team Building Foundation

Score: 120 and above

You demonstrate robust team building and culture development skills. This foundation provides excellent potential for creating high-performing, resilient teams.

Developing Team Building Foundation

Score: 90 and above

You have established several important team building competencies but have opportunities to strengthen skills in other areas.

Basic Team Building Foundation

Score: 60 and above

You have begun developing team building skills but need substantial development in several areas. Prioritize systematic skill building.

Limited Team Building Foundation

Score: below the band above

Your current team building skills may be insufficient for creating effective team environments. Focus urgently on developing stronger capabilities.

Challenges Outweigh Competencies

Score: below 1.0

Your team building challenges outweigh your demonstrated competencies. This indicates significant risk for team dysfunction, low morale, high turnover, and compromised patient care quality.

Slight Competency Advantage

Score: 1.25 and below

Your competencies slightly outweigh challenges, but the margin may be insufficient during periods of high stress or team transitions. Focus on strengthening competencies while addressing persistent challenges.

Healthy Balance

Score: 1.5 and below

You have established a healthy balance of competencies relative to challenges, providing good foundation for effective team leadership and positive team outcomes.

Strong Team Effectiveness

Score: below the band above

Your competencies substantially outweigh challenges, creating strong potential for exceptional team effectiveness, high morale, strong collaboration, and excellent patient care outcomes.

Your Team Building & Culture Development Results

Team Building Competency Score

Part 5 • Worksheet

Team Building & Culture Development

Build cohesive, high-performing teams

About This Worksheet

Use these reflection questions to deepen your understanding of team building patterns, develop effective culture development approaches, and create cohesive, high-performing teams.

Understanding Your Team Building and Culture Development Profile

1. Which aspect of team building and culture development represents your greatest strength, and how do you leverage this strength to enhance overall team effectiveness?

Your reflection...

2. Which dimension presents your most significant challenge, and what specific team situations tend to trigger difficulties in this area?

Your reflection...

3. How do the unique stressors of substance use disorder treatment impact your team building approach, and what adaptations have you made to address these challenges?

Your reflection...

4. What team building successes have surprised you most, and what did they teach you about effective team leadership in your specific context?

Your reflection...

5. How has your team building and culture development approach evolved throughout your supervisory experience, and what factors have most influenced this evolution?

Your reflection...

The Psychology of Your Team Building Approach

1. What personal values and beliefs about teamwork most strongly influence your team building style, and how do these show up in your daily practice?

Your reflection...

2. How do you balance your own need for control and predictability with the need to empower team members and encourage autonomy?

Your reflection...

3. What aspects of team building energize you most, and what aspects create stress, anxiety, or drain your energy?

Your reflection...

4. How do you handle your own emotional responses when team conflicts arise or when team building efforts don't produce desired results?

Your reflection...

5. What role does your own personality and work style play in your team building approach, and how do you adapt to work effectively with team members who have different styles?

Your reflection...

Developing Your Team Building and Culture Development Skills

1. What specific strategies have proven most effective for your strongest team building competency, and how might you apply similar approaches to challenging areas?

Your reflection...

2. What role do formal training, mentorship, peer consultation, and self-directed learning play in your ongoing development as a team builder?

Your reflection...

3. How do you balance investing time and energy in team building with meeting immediate operational demands and organizational requirements?

Your reflection...

4. What team building practices do you want to implement or strengthen, and what barriers might prevent you from making these changes?

Your reflection...

5. How do you measure the effectiveness of your team building efforts beyond basic metrics like retention or productivity?

Your reflection...

Building Team Excellence

1. What would team excellence look like in your specific organizational context, and what steps would move your team closer to this vision?

Your reflection...

2. How do you balance your individual team building style with organizational culture, industry best practices, and team member preferences?

Your reflection...

3. What would it look like to view team challenges and conflicts as opportunities for team growth and development rather than just problems to solve?

Your reflection...

4. How might your team building approach need to evolve as your team composition changes, organizational priorities shift, or the field develops new best practices?

Your reflection...

5. What legacy do you want to create through your team building efforts, and how does your daily practice align with this vision?

Your reflection...

Team Building Development Map

Document specific examples from your team experience in each dimension

Inclusive Environment Creation

Example: I notice that newer staff members rarely speak up in team meetings, and I'm not sure if this is due to personality, experience level, or feeling excluded from established team dynamics

Your specific examples...

Team Norms and Expectations Development

Example: Our team has inconsistent approaches to documentation deadlines, with some staff meeting them religiously while others treat them as flexible suggestions, and I haven't established clear consequences

Your specific examples...

Recognition and Celebration Systems

Example: I tend to recognize the same high-performing staff members repeatedly while struggling to find meaningful ways to acknowledge effort and improvement from others

Your specific examples...

Conflict Resolution and Prevention

Example: I avoid addressing the tension between two team members who have different approaches to patient care, hoping they will work it out themselves, but it's starting to affect team meetings

Your specific examples...

Learning Culture Facilitation

Example: When staff make clinical mistakes, I focus on correcting the immediate problem but don't create opportunities for team learning or skill development from the situation

Your specific examples...

Team Cohesion and Collaboration Enhancement

Example: Our team functions well operationally but lacks genuine connection and mutual support, with staff working independently rather than collaboratively

Your specific examples...

Team Building Action Planning

Select 2-3 team building areas to focus on and develop

Action Plan 1

Focus Area (e.g., Inclusive Environment, Conflict Resolution, Learning Culture)

Which team building dimension?

Define the Specific Team Building Challenge

What specific challenge are you addressing?

Current Team Dynamics & Desired Outcomes

What's happening now? What does success look like?

Clear, Measurable Goals for Team Development

What specific, measurable goals will you set?

Specific Action Steps

Break down goals into concrete steps...

Accountability & Progress Measurement Systems

How will you track progress and measure effectiveness?

Timeline for Implementation

When will you start, implement, and evaluate?

Potential Obstacles & Resistance

What challenges might arise? How will you address them?

Scoring guide

TEAM BUILDING & CULTURE DEVELOPMENT SELF-REFLECTION WORKSHEET

No action plans yet. Add 2-3 team building areas you want to focus on.