

# Team-Building Model: Starting At The Core

A call for “team-building” is often met with plans for paintball excursions or the like. While out-of-the-office events can be a useful part of team-building, they can be premature or insufficient if they lack foundation. The model below starts with why the team exists and what it hopes to achieve, which impacts how team members need to interact. Professional respect is the frequently-overlooked foundation. Beyond this, teams can connect at the deeper levels of “personal,” “family,” and “fun” for sustainable success. Below are questions to be answered and activities that can be planned to facilitate connections at each level to create a well-grounded team.

Core	Levels	Questions	Activities
<p><i>Why do we exist as a team?</i></p> <p><b>Team Purpose</b></p> <p><i>What are we striving to achieve?</i></p>	<p><b>Professional</b></p> <ul style="list-style-type: none"> <li>• Competence</li> <li>• Values</li> <li>• Collaboration</li> </ul>	<p><i>Is this person competent?</i></p> <p><i>Do we share the same business values and goals?</i></p> <p><i>Do we have complimentary skills that can help the team achieve its goals?</i></p>	<ul style="list-style-type: none"> <li>• Opportunities to demonstrate expertise</li> <li>• Group discussion about business values</li> <li>• Team, small group, and 2-member projects</li> </ul>
	<p><b>Personal</b></p> <ul style="list-style-type: none"> <li>• Comfort</li> <li>• Chemistry</li> </ul>	<p><i>Do I know something about their personal interests and background that I can “connect” with?</i></p>	<ul style="list-style-type: none"> <li>• Group and one-on-one                             <ul style="list-style-type: none"> <li>• Lunches, dinners</li> <li>• Seminars</li> <li>• Business travel</li> </ul> </li> </ul>
	<p><b>Family</b></p> <ul style="list-style-type: none"> <li>• Trust</li> </ul>	<p><i>Am I comfortable enough with this person to introduce them to my family?</i></p>	<ul style="list-style-type: none"> <li>• Company gatherings including families; bring your child to work day</li> </ul>
	<p><b>Fun</b></p> <ul style="list-style-type: none"> <li>• Camaraderie</li> </ul>	<p><i>Do I enjoy engaging with this person outside of work for leisure activities?</i></p>	<ul style="list-style-type: none"> <li>• Out-of-office activities                             <ul style="list-style-type: none"> <li>• Paintball, Escape rooms, Scavenger hunts, etc.</li> </ul> </li> </ul>