

The Best of We/Me Teambuilding Tool

Who knows best about improving a Team's performance? The Team

The Problem with Building High Performance Teams: Have you ever put together a team, or led a team, or witnessed at team that doesn't seem to work as well as they should? Good talented people that just haven't gelled. To address it, we do a team building exercise, that helps temporarily, and then the team goes right back to where they were, not working together as well as they could.

The Best of We/Me Teambuilding Tool: We are lucky that Marcus Buckingham has done some serious research on the difference between high performing teams and lesser performing teams. Use this tool as a team building exercise that gets your team(s) talking with you about what is working and what isn't and what can be done to be a better team. This helps them talk about it and identify ways to be a better team.

What the Research Says: After surveying countless teams on a multitude of questions a very high correlation exists between a team's high performance and how they rate themselves on the eight statements on the tool. If all team members rate themselves 6-7 on each statement, they are a high-performance team, if not, they aren't. The ratings give clues about what is missing for a less than high performance team.

Here's how to use it:

- **Request each member of your team to fill out the tool, individually and in private.** Ask them to bring the completed tool to a discussion session with their teammates and be prepared to share their ratings.
- **Each teammate shares there ratings.**
 - Everyone shares their rating for the first question, then the second, etc, until all ratings are posted.
 - Post the answers on a flipchart or whiteboard, so everyone can see each other's ratings.
- **For each statement, ask the following two questions. Listen only.**
 - Why did you rate the statement that way?
 - What can we/I do to improve the ratings?
- **After listening to all the answers, ask for and make a list of ideas and actions that would move the ratings closer to "7"**
 - Make a plan of action, assign/take responsibilities, work the plan.

The School of Rock & Sand offers a class called [Talent Development = Growth](#) and a class called [Leadership 1, 2, 3](#) that use this tool and many more that will help you build your teams.

[Take a Look](#)

Or give me a call--Synk

“Best of We, Best of Me” Dialogue Tool

Team:	Team Member:	Leader:
<p>“Best of We” Circle the score that represents how you much agree with each statement.</p> <p>I am really excited about the mission of my company.</p> <p>Low High 1 2 3 4 5 6 7</p> <p>In my team, I am surrounded by people who share my values</p> <p>Low High 1 2 3 4 5 6 7</p> <p>My Teammates have my back.</p> <p>Low High 1 2 3 4 5 6 7</p> <p>I have great confidence in my company’s future</p> <p>Low High 1 2 3 4 5 6 7</p>	<p>“Best of Me” Circle the score that represents how you feel about each statement.</p> <p>At work I clearly understand what is expected of me.</p> <p>Low High 1 2 3 4 5 6 7</p> <p>I have a chance to use my strengths every day at work.</p> <p>Low High 1 2 3 4 5 6 7</p> <p>I know I will be recognized for excellent work.</p> <p>Low High 1 2 3 4 5 6 7</p> <p>In my work, I am always challenged to grow</p> <p>Low High 1 2 3 4 5 6 7</p>	<p>“Get Closer to 7” List ideas/actions that could move you closer to “7”</p>

Only two follow up questions: Why did you rate yourself that way? What can I do to improve this? Everything else is listening, no defending.