

## Team Does Not Start With U: Follow-up Steps for Individuals / Teams / Leaders

A classroom is only the start of learning for anyone. It is important for teams and leaders to continue the conversation started as we went through the trUPerformance™ model. Here are a few activities to use in the days following the class to put the learning to use and make a difference for you and your team.

### For Leaders:

If you are not doing one on one conversations with your people, now is a good time to start. Schedule time with people and spend your next 2-3 conversations processing through some of the enrichment activities. Ask for and share:

- Team Member Fact Sheet
- Trust Map (p. 8)
- How close are the priorities you wrote for yourself? Leader? Organization? (p. 9)
- Review the job priorities / confidence and competence scores? Agree? What would be some good development steps? (p. 12) *\*what would your ratings be for them?*
- For each section share your answers for:
  - What is one thing I need from my leader?*
  - What is one thing I need from my team?*
- Each of you make **ONE** commitment to work on something for the next 60 days based on what you learned? Define what success at doing that looks like? Revisit your commitment – make a new one when it is done.

### For Teams:

Revisit the team profile and discuss the following questions:

1. What are the strengths of this team?
2. What are the 2 most important things we need to accomplish in the next 3-6 months?
3. How will our strengths work for us? How might they get in the way of us working together and Building Trust as we work?
4. What is ONE thing we can commit to that will make sure our work gets done and we Build Trust?
5. Around the room: Have everyone share one thing they need from this team? (Think of the team profile and your personality – patience? encouragement to speak? time to process things? reminder when I am not listening?)
6. Document these thoughts and put them in a location where everyone can see them.

### For Followers:

- See the leader list above – ask for an opportunity to have a conversation around those items.
- Use the Fact Sheet as a way to get to know new teammate.
- Look at the Five Levels of Followership (p. 6) and answer the enrichment questions.
- Complete your action plan, review it with your leader and one teammate, and ***then do it.***