



TEAM Development

Leadership Program

**Dive Deep
into DISC for
TEAMS**

01

**Develop Your
TEAM &
Create High
Performance
Culture**

02

**Manage Your
TEAM
Through
Change**

03

**Tapping into
Your
TEAM's
Motivations**

04

**Encouraging
Collaborative
TEAM
Decisions**

05

Dive Deep
into DISC for
TEAMS

Develop Your
Create High
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PSYCHOLOGICAL SAFETY

Manage Your
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TEAM'S
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TEAM
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CONNECTION CONVERSATIONS

01

02

03

04

05

You don't just put a group of people together, and they become a team.

Stage One
FORMING

Stage Two
STORMING

Stage Four
PERFORMING

Stage Three
NORMING

Stage Five
**TRANSFORMING
REFORMING**

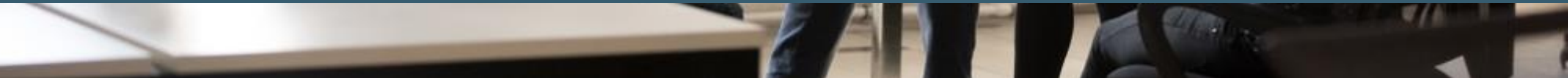
TUCKMAN MODEL



PSYCHOLOGICAL SAFETY

The belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.

- AMY EDMONDSON, Harvard Professor



PSYCHOLOGICAL SAFETY



Share a time you felt excluded, ridiculed, isolated, punished, humiliated, and/or condescended for participating on a team.

1. What was the situation?
2. What caused you (your “safety”) to feel threatened?
3. How could the situation have been handled more effectively?

Psychological Safety



- "The 4 Stages of Psychological Safety," by Timothy R. Clark



Intellectual Friction

Social Friction





INCLUSION SAFETY

LEARNER SAFETY



PSYCHOLOGICAL SAFETY

CONTRIBUTOR SAFETY



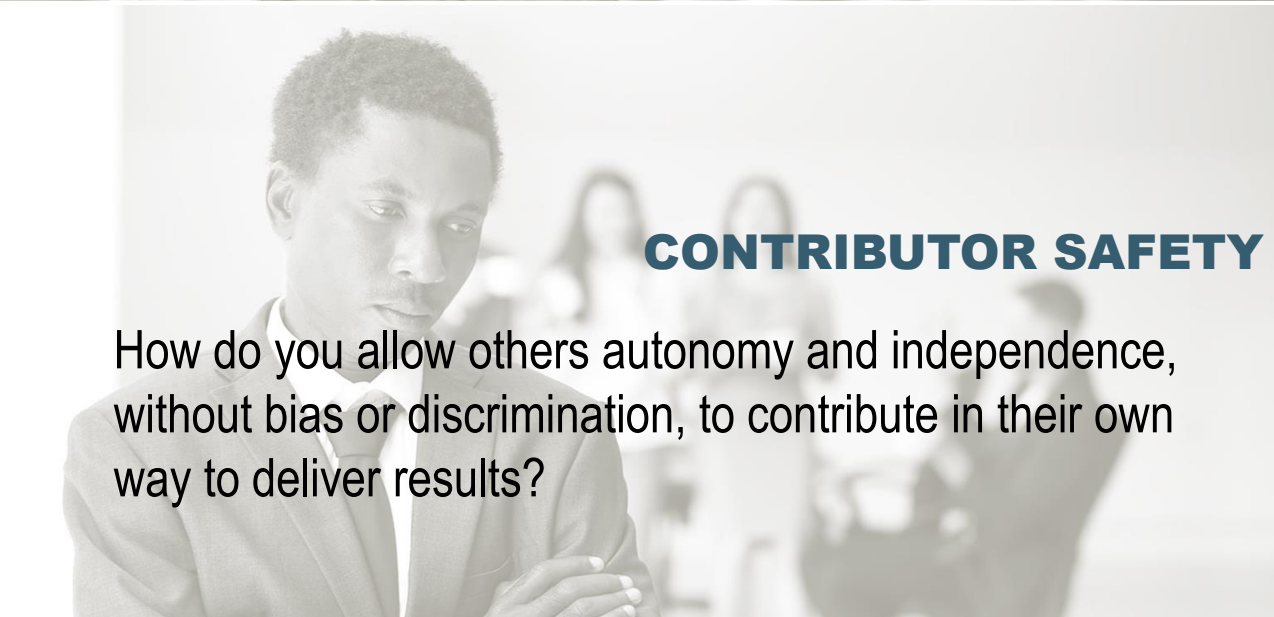
CHALLENGER SAFETY





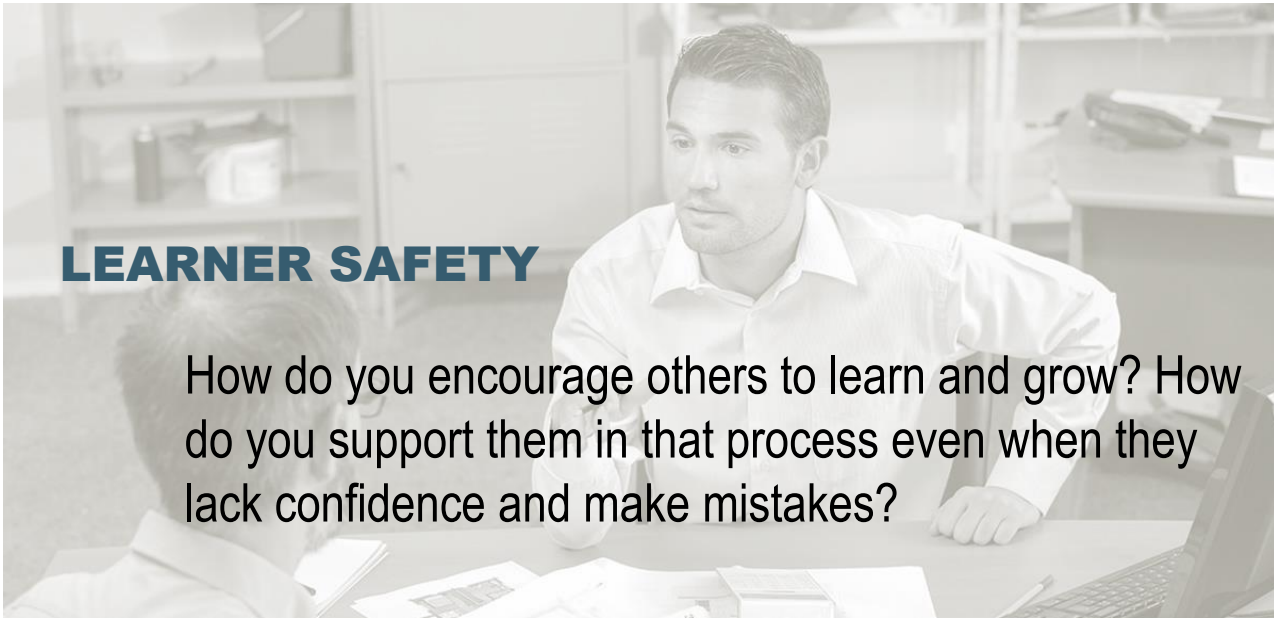
How do you welcome others and embrace them for their unique capabilities, perspectives, and values, even if they differ from yours?

INCLUSION SAFETY



How do you allow others autonomy and independence, without bias or discrimination, to contribute in their own way to deliver results?

CONTRIBUTOR SAFETY



LEARNER SAFETY

How do you encourage others to learn and grow? How do you support them in that process even when they lack confidence and make mistakes?



How do you invite others to challenge the status quo to make things better? How do you encourage people to disagree, debate, and innovate?

CHALLENGER SAFETY

INCLUSION SAFETY

How can you encourage ***INCLUSION SAFETY*** on your team?
How can you welcome others and embrace them for their unique capabilities, perspectives, and values, even if they differ from yours?



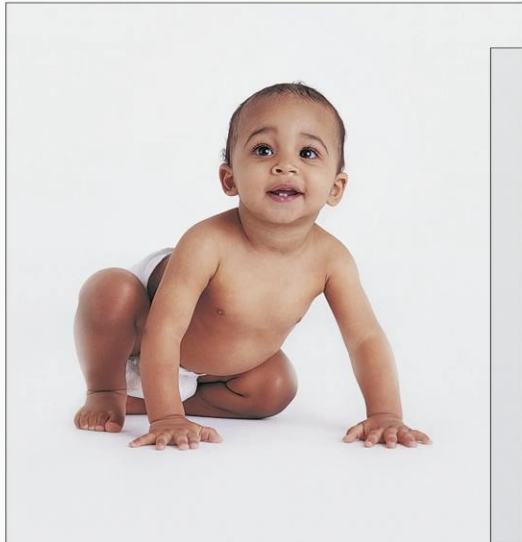
LEARNER SAFETY

How can you encourage **LEARNER SAFETY** on your team?
How do you encourage others to learn and grow without bias or discrimination? How do you support them in that process even when they lack confidence and make mistakes?



How do you respond watching someone learn?

OBSERVING



FAILED ATTEMPTS



MISTAKES



PARTIALITY



WALKING



CONTRIBUTOR SAFETY

How can you encourage **CONTRIBUTOR SAFETY** on your team?
How do you provide people with the autonomy to contribute in their own way to deliver results?



CHALLENGER SAFETY

How can you encourage **CHALLENGER SAFETY** on your team?
How do you invite others to challenge the status quo to make things better? How easy/difficult is to find out you could be wrong?



WHAT WILL YOU DO?



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