

12 Key Dynamics of Teamwork

The following 12 dynamics of teamwork have been adapted from a wide range of sources and from consultancy work with leadership and ministry teams. This is a self-reflection tool designed to stimulate reflection and discussion within the team. A series of deeper questions is available at

Mark (v) each in the appropriate box:
 1 - 'this area needs to be developed'
 2 - 'this area works occasionally'
 3 - 'we get this right about ½ the time'
 4 - 'this area is mostly working'
 5 - 'we actually do this well'

1 2 3 4 5

<p>1. Shared Vision The team has an inspiring shared vision. Everyone is committed to the purpose and direction of the team. Team members feel they are part of shaping and developing the vision.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>2. Shared Values The team has articulated a set of core values which are expressed through all activities. Team members feel that there is consistency in the way they work together and that the values are upheld.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>3. Healthy Group Process The team know and use healthy decision making and conflict resolution processes. Members know they are respected and can fully share in and influence the thinking of the group. They know where, when and how to do this appropriately.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>4. Effective Communication There is open honest communication between team members. Members provide information to each other clearly and when needed.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>5. Role Clarity Each person knows their own role as part of the team. They know their own strengths and weakness on the team and they are willing to contribute. Each person has a clear idea of the roles of other members. Boundaries between roles are respected. People do not do each other's jobs and tasks are not left undone because no one has responsibility.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>6. A High Trust Environment Team members consciously develop and maintain mutual trust with each other through acts of service and commitment. The team operates in an environment which consciously builds trust through mutual caring and consideration.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>7. Implementation and follow through The group is collectively committed to implementing their decisions. Each member takes responsibility for following up actions for the team as a whole.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>8. Creativity Team members are given space and encouragement to be creative. The team is willing to take risks and feels comfortable doing so. The team as a whole is prepared to try new things, explore new ideas and think outside the square.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					
<p>9. Collective Spirituality Alongside members' own personal relationships with God, the team has a corporate spirituality. The team is comfortable praying as group and seeking to discern the direction of God together. There is a consciousness of the need for the group to be Spirit empowered and guided.</p>	<table border="1"> <tr> <td></td><td></td><td></td><td></td><td></td> </tr> </table>					

10. Facilitated Empowerment

The team is able to recognise when a member has experience, knowledge, a skill or wisdom and insight around a specific issue or topic. When this happens, the team easily allows the member to exercise a level of leadership, influence or facilitation in relation to their area of expertise. Leadership within the team is facilitative rather than dominant, directive and closed.

--	--	--	--	--

11. Mutual Support

The team is a supportive community. There are neither heavily enmeshed or separate disconnected relationships. Team members are aware of and caring of each other's own personal journeys without being invasive.

--	--	--	--	--

12. Relaxed fun times

The team meets occasionally for times of unwinding, relaxing and connecting informally without work or ministry being the agenda. There is an appropriate level of social interaction to support effective teamwork.

--	--	--	--	--

Select your three highest and three lowest ranked items. How do these compare with others on the team? Discuss two areas of team strength and two areas in which the team could intentionally develop.

Team Strengths

Areas to develop

Notes and Reflections:

