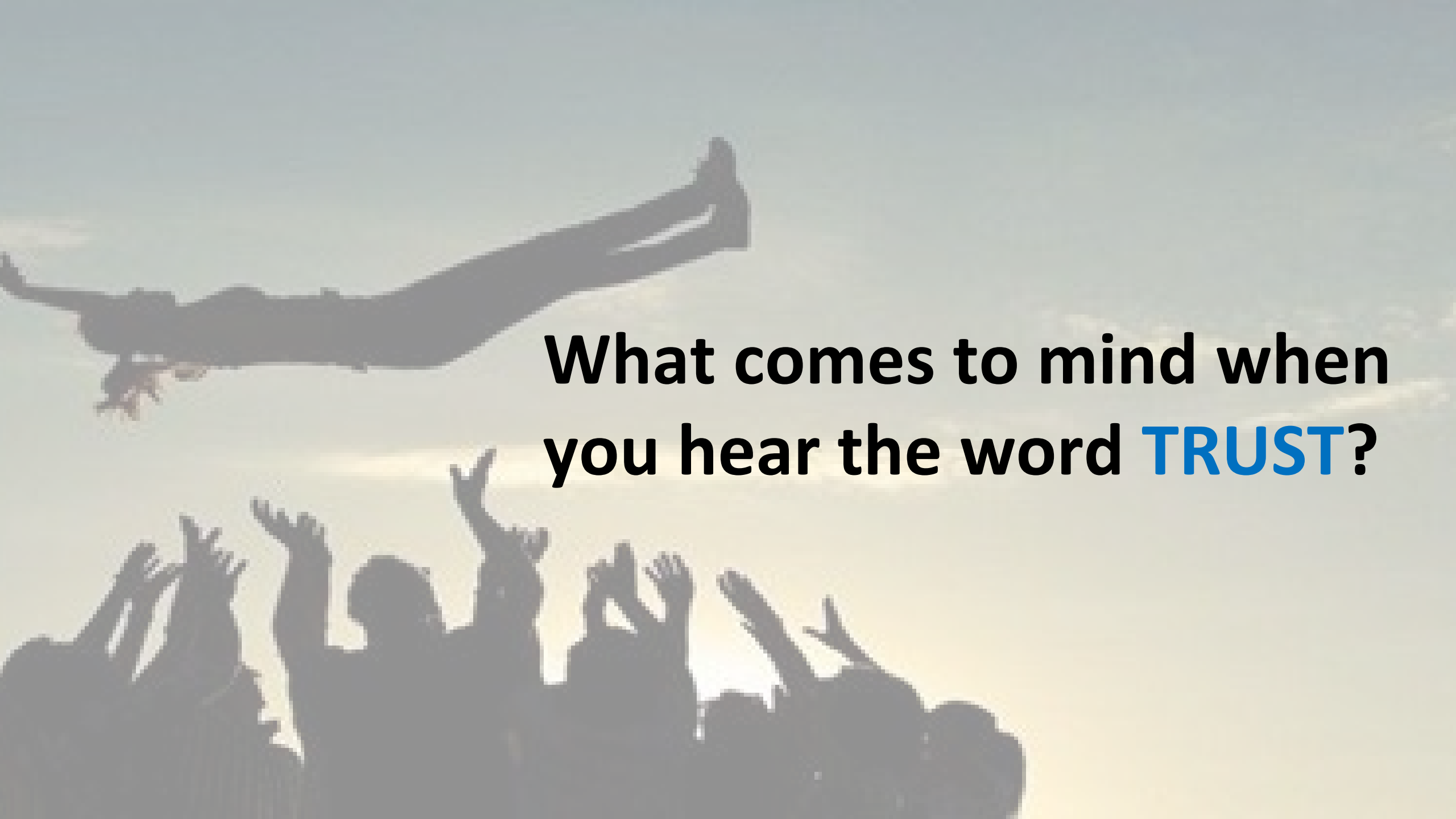


Teamwork, Trust, and Communication

Three Essential Elements of a Successful
Organization

Jenna Propson



A person is captured in mid-air, jumping over a crowd of people. The person's arms are outstretched horizontally, and their legs are bent at the knees. The crowd below has their arms raised in celebration. The background is a bright, hazy sky, suggesting an outdoor event at sunrise or sunset.

**What comes to mind when
you hear the word **TRUST**?**



Definition of Trust

1a: **assured** reliance on the character, ability, strength, or truth of someone or something

1b: one in which confidence is placed

2a: dependence on something future or **contingent: HOPE**

What Breaks

TRR

UST

What Hinders Trust?

- **Micromanaging**
- **Power games**
- **Isolation**
- **Self-interest**
- **Gossip**
- **Insecurity**
- **Not valuing the people you work with**
- **Not backing each other up**

Trust is Transformative

- **Respects each other**
- **Fosters creativity**
- **Increases productivity**
- **Creates meaningfulness/connection**
- **Strengthens performance**
- **Increases retention**
- **Cultivates wellbeing**
- **Encourages innovation**
- **Improves engagement**

LACK OF COMMUNICATION

- **Suppresses conflict**
- **Creates barriers to productivity**
- **Hinders creativity**
- **Results in low morale**
- **Reinforces silos**





"I think a bug is in my mask"

"You need gas?"

"What's he saying?"

"I think he wants to go fast."

Communication is Courageous



- Encourages transparency
- Increases support
- Creates an open environment
- Promotes wellness

12 Questions Measuring Employee Engagement

- 1. Do you know what is expected of you at work?**
- 2. Do you have the materials and equipment to do your work right?**
- 3. At work, do you have the opportunity to do what you do best every day?**
- 4. In the last 7 days, have you received recognition or praise for doing good work?**
- 5. Does your supervisor, or someone at work, seem to care about you as a person?**
- 6. Is there someone at work who encourages your development?**
- 7. At work, do your opinions seem to count?**
- 8. Does the mission/purpose of your company make you feel your job is important?**
- 9. Are your associates (fellow employees) committed to doing quality work?**
- 10. Do you have a best friend at work?**
- 11. In the last 6 months, has someone at work talked to you about your progress?**
- 12. In the last year, have you had opportunities to learn and grow?**

What Hinders Teamwork?

A group of five people (three men and two women) are shown in a huddled, chaotic pose. They appear to be in a state of conflict or intense disagreement, with some individuals looking away or showing signs of stress. The image is faded and serves as a background for the text.

- **Manipulation**
- **Lack of focus**
- **Minimal knowledge on how to improve functions**
- **Gossip**
- **Disunity**
- **Lack of direction, mission, vision**
- **Not valuing each other**

“A boat doesn’t go forward if each one is rowing their own way.”

~Swahili Proverb



Teamwork is Teachable

A large, light-colored sculpture of multiple hands reaching up and holding each other in a supportive grip. The sculpture is set outdoors on a paved area with a building and trees in the background. The image is semi-transparent, allowing the text to be overlaid.

- **Clarity and unity of purpose**
 - **Goals**
 - **Mission**
 - **Responsibilities**
- **Seek to bring out the best in everyone**
- **Increases effectiveness, efficiency, performance**
- **Increases job satisfaction**
- **Creates innovative thinking**
- **Increases morale**

TEAMWORK AND TEAM BUILDING QUESTIONNAIRE

Directions: Rate your organization (company, university, division etc.) on each statement below on a ten point scale considering **10** the highest rating and **1** the lowest. **Total your points** to determine the overall rating of your organization on how effective it is at teamwork and team building. **Then list the Major Strengths and Opportunities for Improvement** of your organization regarding teamwork and team building. Please use the following scale in selecting your ratings:

Low Rating 1 2 3 4 5 6 7 8 9 10 High Rating

- _____ 1. My organization has a strong commitment to developing teamwork throughout the organization.
- _____ 2. My organization does a good job of training leaders on the importance of teamwork and on how to build high performance teams.
- _____ 3. My organization excels at teamwork throughout the organization.
- _____ 4. The top level leaders function like an effective high performance team.
- _____ 5. Teamwork within groups throughout the organization is at a high level.
- _____ 6. Teamwork between groups that impact one another throughout the organization is at a high level.
- _____ 7. Teamwork with key stakeholders (venders, customers, investors, etc.) outside the organization is at a high level.
- _____ 8. Being a team player in my organization is recognized and rewarded.
- _____ 9. My organization is designed to encourage, value, and reward teamwork.
- _____ 10. From a teamwork perspective, my organization is a great place to work and a great place to do business with.

_____ **TOTAL POINTS**

TEAMWORK AND TEAM BUILDING EFFECTIVENESS SCALE

A = 90 – 100 B = 80 – 89 C = 70 – 79 D = 60 – 69 F = 59 AND BELOW

MAJOR STRENGTHS

MAJOR OPPORTUNITIES FOR IMPROVEMENTS

Your CliftonStrengths 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential:

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.



STRENGTHEN

- 1. **Significance**
- 2. **Futuristic**
- 3. **Individualization**
- 4. **Focus**
- 5. **Maximizer**
- 6. Strategic
- 7. Learner
- 8. Achiever
- 9. Responsibility
- 10. Belief

NAVIGATE

- 11. Analytical
- 12. Competition
- 13. Activator
- 14. Self-Assurance
- 15. Discipline
- 16. Communication
- 17. Arranger
- 18. Intellection
- 19. Positivity
- 20. Ideation
- 21. Woo
- 22. Input
- 23. Deliberative
- 24. Developer
- 25. Relator
- 26. Connectedness
- 27. Command
- 28. Consistency
- 29. Empathy
- 30. Context
- 31. Harmony
- 32. Restorative
- 33. Adaptability
- 34. Includer

You lead with **Influencing** CliftonStrengths themes.

■ **EXECUTING** themes help you make things happen.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE >](#)

Develop Community



Celebrate the Wins

A group of five diverse business professionals in an office setting, smiling and clapping, celebrating a success. The image is overlaid with a semi-transparent white filter.

- **Create a “Wall of Fame”**
- **Celebrate employees who do good things**
- **Thank people for their good work**
- **Create a newsletter highlighting good work or special projects**

Put it into Practice

A person wearing blue athletic shorts and blue sneakers is performing a deadlift. They are holding a barbell with both hands, and the barbell is resting on the floor. The person's legs are bent, and they are in a low, powerful stance. The background is a gym floor with a grid pattern.

- **Commit to practicing one skill we talked about**
- **Write it down**
- **Tell someone who can hold you accountable**

A group of four diverse people (two men and two women) are gathered around a table in a workshop or office setting. They are all smiling and looking at documents or tablets. The scene is brightly lit and has a warm, collaborative atmosphere. The text "Share Your Action Step" is overlaid in the center of the image.

Share Your Action Step



One is too small a number
to achieve greatness

-John C Maxwell

A hand is holding a light-colored, textured card with the words "THANK YOU" written in a simple, black, sans-serif font. The card is held against a rustic, light blue-painted wooden table. In the background, a spiral-bound notebook with a dark cover is visible in the upper left, and a white coffee cup on a matching saucer is in the upper right. The lighting is soft and natural, creating a warm and appreciative atmosphere.

THANK YOU

Contact Information



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