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# thrive

**Thriving Team Dynamics**

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## What Does a Thriving Team Look Like?




  
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## What Does a Struggling Team Look Like?




  
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**What Does Your Team Look Like?**

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**What is Your Role In Developing a Thriving Team?**

- What are you selling new team members?
- Is it lip service?
- Why are you working in the organization you serve?
- Why would employees continue to serve your organization?

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**What Are You Selling?**

- What is your Culture Statement?

**Work Hard  
Tell the Truth  
Have Fun**

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## What Do Team Members of a Thriving Team Look Like?

**The Sublime**

- Determined to get things done, but will discuss the team strategy first
- Has more ideas than most others
- Great listener

**The Mission-Focused**

- Clearly focused, willing to work hard
- Has a clear focus on the team's goals
- Keeps the team on track

**The Ambitious**

- Wants to be the best
- Has a clear vision of the future
- Wants to be the best

**The Resourceful**

- Can find a way to do things
- Can find a way to do things
- Can find a way to do things

**The Team Player**

- Willing to help others
- Wants to be the best
- Wants to be the best

**SMART TEAM**

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## How to Ensure That They Are Engaged and Bought In

• Crazy Buy In

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## Why Would They Follow You??

FEEDS Evaluation Form

Description	Circle One	Comments:
F — Followability The ability to gain leadership role. Are your direct reports cheering for your success?	A B C D F	<input type="text"/>
E — Energy The ability to approach any situation with positivity and enthusiasm	A B C D F	<input type="text"/>
E — Encouragement The ability to acknowledge and celebrate team members' victories	A B C D F	<input type="text"/>
D — Delegation The ability to coordinate tasks and expectations with deadlines, holding people accountable	A B C D F	<input type="text"/>
S — Sharing the Vision The ability to define the agency vision to department team members and to create roles and goals to support the vision	A B C D F	<input type="text"/>

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## How To Apply Any of This Rambling??

- Create A Culture Statement... What are you selling people?
- The Ideal Team Player... Who are you selling to?
  - Recruiting
  - Evaluate your current team
    - Leadership First
    - Departments
- 3 Signs of a Miserable Job... Why would they stay?
- FEEDS... Why would they follow you?



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