7 Ways to Strengthen Your Team

The most effective teams don't accept the natural tensions that arise when working together as inevitable. Instead, they take a proactive, purposeful approach to building team dynamics that lead to stronger connections and drive better business impact.

☐ **Explore how others experience your behavior.**

When it comes to building better teams, it's easy to begin the journey by pointing out the things you find challenging about your colleagues. This is something you will want to explore. However, we find most people do best when they start by understanding how others perceive themselves. Dig deep to understand your super powers, but also be reflective about where your behaviors are counterproductive. You can begin this process simply by asking colleagues for feedback, but ultimately you'll want to get a blinded formal assessment that frees co-workers to be fully objective in their responses.

☐ **Understand your teammates triggers.**

We can't control the behaviors of others, but we can understand what actions are likely to trigger both positive and negative reactions in our colleagues. By raising the conscious awareness of what attributes we share, and where our differences lie, you can open up the lines of communication more effectively. When was the last time you completed a behavioral assessment for each member of the team and shared the results with each other?

Learn about Teamalytics behavioral analytics tool here. >

☐ **Deepen connections.**

We have to start our journey by understanding ourselves, and our co-workers but that is just the beginning. Great teams find ways to actively deepen connections. Find space in meetings to check in with people personally. Create experiences where people who don't always work together, get to build something as a team. Celebrate personal accomplishments together. Ask your colleagues about their passions and interests outside of work. Thank each other, often.

> **Remember to practice the 4 Cs regularly.**
> Compliment, Connect, Celebrate and Collaborate

☐ **Create a vulnerability-safe environment.**

Is there someone who almost never speaks in a meeting? Have you noticed a colleague pull back from idea sharing? Is it the same small number of people who dominate every discussion? When someone shares an unconventional idea does everyone start explaining why it can't be done? If you and your team mates can't be vulnerable, something will always be holding back from reaching optimum success. It's critical you find ways to model vulnerability, and teach others how to react to ideas in a way that fosters collaboration, not shuts down discussion.

☐ **Give feedback in a way it can be received.**

It's important that constructive feedback be provided in a way that the recipient will accept. That means delivering the message in a way won't trigger defense mechanisms. Be specific, use levity where appropriate and avoid trigger words that are likely to inflame the discussion.

☐ **Receive feedback openly.**

It's important not only to be purposeful about giving feedback, but also receiving it. Try to take one nugget of value from all the feedback received.

☐ **Foster a healthy environment for conflict management.**

The best teams learn how to handle conflict constructively, not avoid it. Overly homogenous groups miss opportunities, so it's important to resist the temptation to build a team that avoids conflict.

Ready to foster stronger team dynamics? Teamalytics can help.

We believe that every team has the potential for more: more engagement, more fulfillment, more meaningful results. At Teamalytics we leverage our proprietary behavioral analytics and change platform to equip individuals, leaders, and teams to implement solutions that will unlock this potential and deliver results that matter. We can't wait to meet you.

Schedule a consultation here. >

Teamalytics®