



FACILITATOR'S NOTES

MAKING TEAMS WORK

Powered by the FIRO® Assessment

INTRODUCTION

Welcome to the *Making Teams Work Powered by the FIRO® Assessment* workshop. The workshop is designed to introduce FIRO concepts and guide participants through an interpretation of their FIRO results. The included activities promote interaction among participants to help them understand how interpersonal needs affect their interactions with others. Through these experiential activities, the workshop promotes constructive dialogue and team collaboration. Participants learn how to apply strategies to strengthen team relationships, improve team communication, and decrease team conflict in order to enhance team effectiveness.

Keep in mind that this workshop does not equate to team development. Team development is a process involving a longer-term commitment by team members to address many issues impeding their effectiveness. This workshop covers one important component of the team development process: individual and team awareness of interpersonal needs. Other components, which are not addressed in this workshop, include role clarification, vision/mission/goal development, continuous follow-through, and accountability supported by leaders of the organization.

The workshop is designed with flexibility in mind. It can be conducted as a single 4-hour session or as two 2-hour sessions.

Workshop Objectives

This workshop is designed to help participants

- Understand how their interpersonal needs influence their interactions with others
- Identify current team dynamics as well as strategies for strengthening communication and managing team conflict
- Create action steps to improve their effectiveness when working with others



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