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Suggestions for Using “Increasing Esteem and Belonging on Your Team”

Objectives:

- Explore ways to have all team members feel more valued and included
- Gain commitment of all team members toward this goal
- Create realization that all team members are responsible for the climate or atmosphere on a team

Intended Audience:

- Members of a diverse work team
- Manager, facilitators, internal/external consultants, HR professionals, or trainers charged with the task of creating a more cohesive, high-performing team

Processing the Activity:

- The manager, facilitator, or trainer discusses the importance of members' getting esteem and belonging needs met in order to have a highly productive unit.
- Discuss each of the eight items on the worksheet and what they contribute to increased esteem and belonging needs, and their collective impact on performance.
- Next, divide the team into small groups of approximately four to seven participants in each, depending on the number of people.
- Give groups the task of coming up with suggestions for each of the eight areas. How many each group is responsible for depends on the number of groups you have.
- Each group will write their ideas on chart paper so the suggestions can eventually be typed up and distributed.
- After brainstorming, each group will report their suggestions to the whole group, which will provide an opportunity to add suggestions, answer questions, or modify any comments.

Questions for Discussion:

- Where can we pat ourselves on the back for already creating a healthy climate and helping employees meet their esteem and belonging needs?
- Were some of the eight items harder to come up with suggestions for than others? If so, which ones? What made these items more difficult?
- How do we (you) hold one another accountable so these suggestions become our norm?
- Which ones might make the most and best difference in our (your) functioning?
- What is the one thing I (you/each of us) will begin doing tomorrow to make this happen?

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Suggestions for Using
“Increasing Esteem and Belonging on Your Team” (continued)

Caveats, Considerations, and Variations:

- The questions need to be asked with a *we* pronoun if the manager is working with his or her own team. The *you* pronoun is appropriate for an outsider working with the group.
- Depending on the size of the group, you can have people self-select groups. For example, any group size of 24 or more would enable you to put chart paper and markers at eight stations around the room, each labeled with one of the eight areas. You can tell people to select the area they want to work on, but also tell them the number of people at each station so that each of the eight stations is covered.
- The report from each group at the end and the subsequent discussion is time-consuming, so set clear parameters and give precise directions.