

Team Growth Discussion Challenge

15

Conversation
Starters for
Establishing
Team Standards



by
Sean
Glaze



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Why Take the Team Growth Discussion Challenge?

You want every member of your group aware of his/her own values and responsibilities. More importantly, you want to develop a more cohesive and focused team where every member knows and cares about others and is committed to your team standards and to holding others accountable.

A quiet team is a losing team - so if you want your people to speak up, you have to find ways to practice reflection and communication skills as well as the more traditional fundamentals in order to help your team succeed.



How Does the Team Growth Discussion Challenge Work?

Each topic is intended to be a catalyst for conversation about common team issues – so plan to set aside 15 minutes for each discussion...

You can implement the Fifteen Day Team Growth Challenge:

- five days a week, for three weeks straight
- three days a week for five weeks
- one day a week for fifteen weeks

(remain consistent so your team knows what to expect, and contact me if you ever have any questions or experiences you'd like to share!)



Day 1

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

- Margaret Mead

Every successful group begins with a compelling common goal that drives their efforts and defines their intended destination. Your group's actions and accomplishments have the power to change the attitudes and lives of many people outside your team as well. Part of your success will be the impact you have on others. Imagine what could happen if a few key people decided, "We are going to make a difference." What could you see your team changing?

For Discussion

What can you and a teammate do to help change some aspect of the existing culture for the better?



Day 2

"Not everything that can be counted counts and not everything that counts can be counted."

-Albert Einstein

Isn't it interesting that society places so much emphasis on things that frankly do not matter—like the brand of our shoes or the style of our hair, while things that really make a difference in life don't really get rewarded? What if we cared about respect and courage and integrity and sacrifice as much as we cared about how we looked in front of others?

For Discussion

What is an example of something on your team that does not get enough recognition?



Day 3

"It is not necessary that you be wealthy or famous or a genius in order to fulfill your own destiny. All that is asked is that you use whatever gifts you have to the best of your ability."

- Og Mandino

So many of us get caught in the trap of wanting to be a star – the richest person in town, the highest scorer, the famous actor. But rarely if ever does that translate into a happy life where you are loved and at peace. Instead, try thinking about what your team needs and how you can use your gifts to serve that need. Being a small part of something great is what will bring you joy...not status or fame.

For Discussion

What need can you fill that would help your team be more successful?



Day 4

"Communication is a skill that you can learn... If you're willing to work at it, you can rapidly improve the quality of every part of your life.

- Brian Tracy

Becoming a person that communicates well is a process that lasts throughout your life. Like practicing anything, you become better or worse depending on how often you do it each day. When you look back on this team's past or recent experiences, how many mistakes were the result of poor communication? What could you have said as a reminder or an encouragement that would have improved those results?

For Discussion

Why should our team talk more? What are some words or phrases that we can use to improve our communication?



Day 5

"We have nothing to fear but fear itself."

- Franklin Delano Roosevelt

Usually, the things that get in our way are not actual obstacles, but the fear of what might happen. Often, our fear of failure – or fear of being rejected and criticized – keeps us from doing what would win us the success we desire. Is the reason you don't speak up or do something because you are afraid of what others might do or say? If courage is action in the midst of fear, how can you be more courageous?

For Discussion

What are some fears that people face on your team that prevent them from taking action?



Day 6

"Talents are best nurtured in solitude: character is best formed in the stormy billows of the world."

- Goethe

None of us want tough or painful events in our lives. However, when we look at the times in our lives that have been difficult, whether it be a family struggle, a personal tragedy or a friendship conflict, we hopefully see where we have grown stronger because of those challenges. It is easy to become a bitter person in life. Hopefully, as the years go by, you are becoming a better person and grow through adversity.

For Discussion

What is a difficult situation in your past that has helped shape who you are, and who we are?



Day 7

"To enjoy the things we ought, and to hate the things we ought, has the greatest bearing on excellence of character."

- Aristotle

Our culture often presents things that are dishonorable and immoral as okay to do or indulge in. How much junk on TV or in video games or on the internet is degrading our thoughts? GIGO stands for garbage in, garbage out... but we can choose to fill our eyes and ears with good things instead. Once we are aware of what makes us better or worse, we can add more of one and add less of the other.

For Discussion

What are some things that you or your teammates are doing that could damage our team?



Day 8

"If you think about what you ought to do for other people, your character will take care of itself."

- Woodrow Wilson

Not many people focus on how they can help others – those that do, tend to be people of great character. Think of someone on your team, whether it be a player or a coach, that is always thinking of others and not just themselves. These are the people that probably are also examples of great character.

For Discussion

What are some things that you could be doing for others that you are not currently doing?



Day 9

"If you create an act, you create a habit. If you create a habit, you create a character. If you create a character, you create a destiny."

- Andre Maurois

Ideas and goals are important, but if nothing changes, then nothing changes. It is actions only that impact our lives, and each action is a step down a path. The path you are on always has a destination you will get to. Some of us would be wise to see where in life we are heading, because that is where we are going to end up. Do you like the course in life that your actions have you walking? If everyone had your habits, how strong would this team be?

For Discussion

What actions will you commit to taking in order to ensure that we fulfill our chosen destiny?



Day 10

"You are either part of the solution or part of the problem."

- Eldridge Cleaver

It is so easy to blame others for the problems we see at team. There is an old saying, "When you point your finger at something, three fingers are point back at you." Next time you see something you don't like whether it is someone leaving garbage on the floor, making fun of others, or not giving their best effort, you can choose to be part of the solution – or you can complain and let things remain.

For Discussion

What is something that you have complained about, but done nothing to solve?



Day 11

***"Every person in the world is better than some one else.
And not as good as some one else."***

- William Saroyan

Two of the most obnoxious types of people are people who think they are the best and people who think they are the worst. Humility is not thinking less of yourself – it is thinking of yourself less, and seeing clearly the gifts that others have as well. Realize that you have something that you can add to others, just as they have something they can contribute.

For Discussion

In what ways should you be more humble?



Day 12

"The brick walls are not there to keep us out. The brick walls are there to give us a chance to show how badly we want something."

- Randy Pausch

Hurdlers are successful because they practice leaping over the obstacles that will stand in their way. No matter what your destination or how brief your journey together, there will be unexpected adversity. You carry a spare tire with you in the trunk no matter where you go, because the key to getting there is to anticipate what might happen so that you are prepared both mentally and physically.

For Discussion

What obstacles can you anticipate our team experiencing – and how can we overcome them?



Day 13

"All that is necessary for evil to triumph is for good people to do nothing."

- Edmund Burke

32% of students were bullied at least once in school, and all that was required for that to happen was for the bystanders to say and do nothing. If you are upset about what people on your team are saying or doing, maybe you and other good people should do something about it. People always consider silence to be consent – but one passionate word or action may buy you both a better team and the respect of your peers.

For Discussion

What are some instances where our team has quietly allowed "bad things" to happen?



Day 14

"To be really great in little things, to be truly noble and heroic in the insipid details of everyday life, is a virtue so rare as to be worthy of canonization."

- Harriet Beecher Stowe

Successful coaches, whether you like them or not, have dedicated themselves to making a difference by emphasizing the importance of giving attention to details. It is our focus on the little things that allows us to accomplish big things, but often we find ourselves cutting corners and seeking shortcuts instead of doing things right and taking pride in doing things right to help our team succeed.

For Discussion

What is one detail that you could give more attention to that would make us more successful?



Day 15

"The less you open your heart to others, the more your heart suffers."

- Deepak Chopra

Most teammates are curious to know more about you. The more they know about your past, your passions, and your problems, the more likely they are to understand your actions and offer their compassion. People who don't like to divulge too much to others often find themselves alone when they want to celebrate or be comforted. By opening up to others, you build strong connections make friends that you will be able to lean on and laugh with long after the season ends.

For Discussion

How much do you know about your teammates, and what is something they should know about you?



After You Have Completed the Discussion Challenge

Your team will be noticeably more comfortable speaking up as leaders and much more aware of their own values and responsibilities.

I hope you enjoyed the discussions and team growth that the challenge makes possible – but I know, like you, that team development is always ongoing and great leaders need to keep their teams engaged so...





FULL (OR HALF) DAY TEAM BUILDING EVENTS

Invite Sean to Your Site!

Sean can share a live message with your group or facilitate an impactful team building event that will boost morale, improve communication, and build leadership skills! Click one of the options below to learn more...



ABOUT THE AUTHOR

Sean Glaze is a speaker and team building facilitator who incorporates insights from his background as a successful coach to help build more engaged and connected teams with fun team-building events and interactive keynotes.

As an experienced author, speaker, and team-building coach, Sean entertains and influences audiences with a unique blend of dynamic content and entertaining activities.

His website, www.greatresultsteambuilding.com provides more information on the team-building events, speaking engagements, and training workshops he offers.



I Enjoy Sharing Ideas That Help You Lead Your Team

You are always welcome to
connect with me...



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