

UNITING YOUR TEAM:

PSYCHOLOGICAL AND EMOTIONAL ISSUES

STEP 1: IDENTIFY COMMON PSYCHOLOGICAL NEEDS

- The need to contribute to the project
- The need to feel competent.
- The need to achieve results.
- The need to have their efforts recognized and rewarded.

STEP 2: SETTING LIMITS AND GROUND RULES

A. THE LIMITS YOU SET DEFINE BOUNDARIES.

EXAMPLES:

- Deadlines.
- Measurable goals / objectives.
- Clearly stated expectations.
- Limits imposed by your authority.
- Limits imposed by your responsibilities or those you assign to others.

B. GROUND RULES GIVE ALL MEMBERS AN EQUAL ADVANTAGE.

EXAMPLES:

- Time limits on debates or the presentation of information or an opinion.
- An established process for resolving conflict.
- An agreed-upon style for critiquing new ideas.
(no personal attacks, "dumb idea.")
- How information will be communicated among team members.
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STEP 3: BUILDING COHESIVENESS AMONG TEAM MEMBERS

- Establish a bond among team members by creating a shared goal.
- Look for common ground you can use to build unity.
- Project the kind of attitude you want your team members to have.
- Communicate consistently, clearly and in a timely manner.
- Treat all team members with respect