

# TRANSFORMATIONAL TEAMS

*"who are you?"*

# TRANSFORMATIONAL TEAMS: USER MANUAL

## INTRODUCTION

We believe that the best individual performers often have a deep sense of self awareness. These individuals generally have a good understanding of what excites them, irritates them, their goals and values, and how to regulate their emotional state and thoughts.

We also believe that many of the best teams are made up of individuals who have a second sense about how to get the best out of each of their teammates -- to be a force multiplying team. However, one of the most challenging things for any team is figuring out how best to work with each other. Most people have dramatically different working styles (or would have different styles) because we have different backgrounds and our own lens of how we see the world. Because of cultural norms and basic job requirements (to get stuff done) most workers are forced into taking the same approach with everyone with whom they work. In reality, we have different family backgrounds, different educations, different experiences, different values and tendencies.

Approaching everyone in ways *we think* are appropriate is inherently likely to be only at least 50% incorrect. At best we're only 50% correct! At worst we're way further off. This just isn't the best way to get the most out of each other, and the most from the team. Traditionally we simply take on job tasks and then battle through personality styles and conflict (and resolve things, or don't) and just keep on trucking along. This works in the short term (sometimes) but never in the long term. How could we shortcut or improve in working together? Or build our teams correctly where our work is an extension of who we really are, and where we really accelerate what we do well?! If you would like more information, you can read the original work describing this process [inspired by David Politis](#) .

As you complete the question set below, **try to move somewhat quickly**. Remember, there are no right answers.

# USER MANUAL PART 1: EXPLORING YOU

- **WHAT ARE THREE HONEST, UNFILTERED THINGS ABOUT YOU? WHAT SHOULD PEOPLE KNOW ABOUT YOU AND HOW TO GET THE BEST FROM YOU?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **WHAT DRIVES YOU NUTS? IRRITATES YOU?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **HOW CAN PEOPLE EARN AN EXTRA GOLD STAR WITH YOU?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **WHAT ARE YOUR TOP THREE VALUES IN LIFE?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **WHAT ARE THREE THINGS THAT MAKE YOU FEEL GOOD (BRING YOU BACK TO CENTER) WHEN STRESSED?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

# USER MANUAL PART 2: HOW YOU INTERACT WITH OTHERS

- WHAT ARE THE BEST WAYS TO COMMUNICATE WITH YOU?

- \_\_\_\_\_
- \_\_\_\_\_

- WHAT ARE THE WORST WAYS TO COMMUNICATE WITH YOU? I DON'T RESPOND WELL TO:

- \_\_\_\_\_
- \_\_\_\_\_

- WHAT ARE THE BEST WAYS TO GIVE YOU HARD NEWS OR CRITICAL FEEDBACK?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

# USER MANUAL PART 3: YOUR “WHY” AND MOTIVATION

- WHAT ARE THREE THINGS YOU'D WANT THIS TEAM TO SAY ABOUT YOU AT YOUR FUNERAL (IF YOU WERE HIT BY A CAR TOMORROW)?

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

# USER MANUAL PART 3: YOUR “WHY” AND MOTIVATION

- **WHEN YOU ARE AT YOUR BEST, WHAT ARE YOU DOING (STICK TO ONLY 3)? I AM AT MY BEST WHEN:**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **WHAT ARE THREE CORE VALUES TO WHO YOU ARE AS A PERSON?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **DESCRIBE A TIME YOU WERE REALLY PROUD OF YOURSELF:**

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# REMOTE USER MANUAL: HOW YOU INTERACT WITH OTHERS

- **WHAT IS THE BEST WAY TO COMMUNICATE WITH YOU WHILE WORKING REMOTELY?**

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- \_\_\_\_\_
- \_\_\_\_\_

- **DO YOU HAVE ANY PET PEEVES FOR OTHERS WORKING REMOTELY?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- **HOW CAN PEOPLE GET A “GOLD STAR” FROM YOU WHILE WORKING REMOTELY?**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_