Groups Versus Teams

CP3 Toolkit: Building and Strengthening the Care Team

This tool is adapted from Catalyz.

Groups	Teams
Members work on a common goal	Members are fully committed to common purpose and operationalized performance goals that they developed
Work rules & roles may not be clear	Clear work rules and roles – e.g., collaborative norms, inquiry norms
Members accountable to manager	Members accountable to each other via mutual ongoing feedback
Low trust (or distrust) may predominate	High trust and mutual support
Leadership is assigned to one person	Leadership is shared
Members accomplish their goals individually; outputs are additive	Member cooperation is essential, team outputs result from synergy

TRIZ Exercise

Consider the following questions:
- What are all the things we could do to ensure a team would **_NOT_** be successful?
- Put a star next to any actions you think may be showing up in some manner in your organization
- What are your team norms and working agreements (e.g., honoring other voices, declaring conflicts of interest, keep time agreements, have fun)

Once you've completed the above, develop a list of 4-6 working agreements/team norms that might help prevent the activities or behaviors identified in the TRIZ exercise