



# Team Spark

An experiential programme for  
team success.

sample

team workbook

# our team plan for growth

Fill out this page once you have completed the whole Team Spark programme.  
It is here so you can constantly refer to it.

sample

# how to use this workbook & Team Spark

This course is designed to be completed **together** as a team, either in person or remotely:

- Each team member should have a copy of this workbook to be used during the sessions. This is included free in the course materials - you can print / photocopy this for your team. You can also purchase high quality versions from [www.aim-you.com](http://www.aim-you.com) if you prefer.
- The workbook follows the workshops and there are sections for notes and reflections that you should use during meetings and afterwards to help consolidate or reflect on the learning.

## digital resources

- A selection of digital resources can be found in the slides at the end of each workshop in the **summary lecture**.
- how to guides to help with **presentation** are found at the beginning of the course content in 'Welcome to Workshop 1 Teaming' lecture.

## readings

- A list of extra readings for those who would like more can be found at the end of this workbook. These will support your team and personal growth

# Psychological essentials of team success

## Psychological safety

Reflect alone on your emotional relationship to the team and its relationship with itself.

 Reflection:

1- How safe does it feel to challenge the status quo?

2 - Do team members (including you) openly share failings?

3- Are difficult topics / team issues explored safely? (unsafe might mean they explode in team spaces or they are ignored in favour of positive topics)

4 - Do the team have a shared purpose and feel connected on shared values?

5- Do you, as a team, reflect on what it is like being in the team and what the team might need?

# Obligations enquiry- unsaid team rules

What are the unsaid rules of this team?

- Shoulds / should nots
- Oughts / ought nots
- Have to
- Need to / Need not

Sample  
Surprise  
realistic



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