Team Transition

Distance & In Person Learning

A team transition, or addition of a new team member, is a **GREAT** opportunity for your group to discuss and explore how team agreements, ground rules, decision making processes, support mechanisms, role division, and conflict resolution can be established and refined for team effectiveness.

Below are a few topics and questions to consider at your transition team meeting. Making time to get to know each other and establish ground rules before you get buried in assignments, is time well spent.

Build Trust and Rapport:

- Share a bit of information with each other, personally and professionally (personality and character strengths assessment and how it relates to your learning)
- Share your communication preference profiles (Supporter, Analyzer, Director, Promoter) with each other.
- What challenges and strengths might be observed in the new team?
- What keeps you engaged and what causes you to withdraw from a team? How can your teammates help if you withdraw?
- How can your teammates best support you during the team process?
- Do you have any “stories” to check out? Sometimes we make assumptions based on things we’ve heard or observed. Be curious and open-minded about your new team members.

Discuss Team Agreements:

- What are your commitments and ground rules? How will you record these (Eg. team charter, team agreement, shared living document)?
- What communication approaches have been working in your previous teams? What hasn’t worked?
- What learning strategies have been working well?
- How will you divide work and make decisions as a team? Will you always aim for consensus, or is reaching commitment sometimes appropriate?
- What are your team member’s responsibilities and roles?
- How will you approach conflict?

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