










EMPLOYEE SERIES




Tips for team connection

Our work environments have changed drastically over the past few months. For many, that has meant working from home and having to navigate team dynamics from a distance. Now, they are about to change again, as we consider reverting to previous work patterns.

Whether your team dynamics have changed or not during COVID-19, see our tips for an effective teamwork refresher below:

-  **Review Objectives and Goals.** Successful teams have clear objectives that all team members are aware of and working toward. There is a clear vision and shared values. Team members are committed to the goal and live the values.
-  **Participation.** Active participation is evident and encouraged by all team members. Team members focus on their areas of strength for the greater good of achieving the team outcomes. Effective teams want the team to succeed and place team success above individual recognition and reward. Everyone carries their weight
-  **Trust.** Fundamental to effective team functioning is trust. This allows for an environment where people are willing to risk, and to make mistakes, thus pushing the team out of their comfort zone. Trust also enhances team co-operation as team members are not competing, they co-operate to achieve team goals.
-  **Continuous improvement/learning.** Team members in successful teams are open to learning new things and adapting old ways of doing things if a better way is highlighted.
-  **Feedback.** Linked to point 4., in order for continuous improvement individuals are open to providing and receiving feedback about the work and the way the work is done. This feedback is never personal; it is always focused on work and improvement.
-  **Interaction.** Team members have some fun together and celebrate success. They build healthy work relationships with one another which lends to contribution and freely sharing ideas
-  **Effectiveness review.** Work and processes are constantly reviewed for what worked well and what could have been done more effectively and efficiently. These learning's are then applied in the future, thus review is for a purpose and makes a difference.



-  **Clear expectations.** Expectations around standards, time frames and behaviour is explicit, not assumed.
-  **Honest communication.** While most children can handle their concerns with the support of caring adults, some children may show prolonged distress and could benefit from professional assistance. A qualified mental health professional such as a psychologist can help such children and their parents/caregivers to learn strategies for dealing with anxiety.
-  **Transparency.** Successful teams explain and understand WHY things are occurring. If for some reason they cannot share information they explain it to colleagues. There are no hidden agendas.

Reference: Access EAP <https://www.accesseap.com.au/newsletters/team-connection>

If you would like to book an appointment and /or speak with one of our Counsellors, it's as easy as calling 1300 66 77 00 or New Zealand 0800 327 669 or visit our website www.accesswellbeingservices.com.au