Building Spirited Teams

A Spirited Economics™ Team Assessment

The level of spirit in your team can be measured by the number of characteristics of team spirit minus the number of characteristics of a lack of spirit ... 

**High minus low characteristics of team spirit**

This score offers you an understanding of:

a. How much spirit - or lack of spirit - this team displays.
b. What characteristics the team have that will create success.
c. What characteristics the team have that are a barrier to success.

In addition this score can be converted into a percentage that indicates the likelihood this team has of achieving their goals. This is based on the formula:

\[
\frac{\text{High - low characteristics of team spirit}}{20} \times 100
\]

The score is an indication of success because teams with spirit:

- Reduce Operating Costs
- Increase Productivity
- Have higher Profit Margins
- Make Profitable Decisions
- Create a healthy Company Culture
- Are Inventive, Creative and Innovative
- Increase Customer Satisfaction
- Achieve the Strategic Goals
- Enhance Revenue
Part 1

Mark those that apply to your team in Part 1.

Our team:

1. Is visibly feisty, lively, energetic, spirited
2. Is visibly passionate about their goals
3. Demonstrate high levels of chutzpah and determination
4. Work with clear, measurable team goals tied to the company's vision and strategies.
5. Express pride in their achievements
6. Work closely with each other
7. Set the bar high
8. Measure performance and make necessary adjustments
9. Mix confidence with humility
10. Read / attend conferences and share insights
11. Act short term and think long term
12. Research best practices
13. Challenge comfort zones
14. Strive to think fundamentally differently
15. Hold each other and themselves accountable
16. Challenge the status quo
17. Seek a broader view on all issues
18. Are forthright, open and honest with each other and the person they report to
19. Engage in animated debate and dialogue
20. Have above average health.

☐ Total Score

Part 2 ....
Part 2

Mark those that apply to your team. Our team has a tendency to:

1. Let their egos get in the way of collaboration and growth
2. Respond to situations with fight or flight - get angry or withdraw
3. Often say 'yes but' when solutions/ideas are offered
4. Be hypercritical of others
5. Be self-righteous
6. Wear blinders and be closed-minded
7. Avoid 'rocking the boat'
8. Not be good listeners
9. Be territorial and work in silos
10. Have low energy
11. Avoid confrontation
12. Dislike feedback
13. Focus on the negatives
14. Hold resentment
15. Have health issues
16. Be tense
17. Have little sense of humor
18. Avoid dealing with the 'elephant in the room'
19. Become defensive when offered feedback
20. Be short term focused

☐ Total Score

Interpreting the Scores:

1. Take the score from Part 1 and minus the score from Part 2.

(a) If the result is a minus score the team is unlikely to achieve its goals because it is functioning in an ineffective and inefficient manner and lacks the characteristics for success.
(b) If the result is a positive score then the higher the score the greater the chance of success. To obtain the percentage likelihood for the team to achieve its goals apply the formula...

\[
\text{High - low characteristics of team spirit} \times \frac{100}{20}
\]

(c) Note which are the characteristics that will drive success. Support and encourage those.

(d) Note which are the characteristics that are barriers to success.

(e) Consider doing a team build workshop to leverage the team's strengths and reduce its weaknesses.

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**Building Spirited Teams** is an highly interactive 2-day team building workshop designed to:

- Include your vision, mission and core strategic goals.
- Produce long-term behavioral change.
- Integrate your company’s ‘real world’ issues.
- Teach and practice behavior and communications skills that build alignment.
- Encourage challenging dialogue.
- Birth new ideas and opportunities for the team’s success.

**Two Overall Workshop Objectives:**

1. **To build switched on teams that:**
   - Pull in one direction
   - Energetically, boldly and courageously strive to achieve the vision.
   - Leverage each other’s strengths.
   - Communicate openly and honestly.
   - Take accountability for superior performance.
   - Deliver quantifiably improved productivity.
   - Make and implement profitable, innovative decisions.
   - Share critical information.
   - Use time in a results-focused way.
   - Don’t sweat the small stuff.

2. **To ensure that the team is a quantifiable operating income and financial asset...**

   You select 2 -3 measures prior to the workshop to be used as before and after measures of success.
About the *Building Spirited Teams Workshop*

**An Engaging and Spirited Delivery**

Dr Gluckman uses a highly interactive format that is based on her PhD on **whole brain learning and communication** and other proven research in how people think, communicate, and what inspires them to act. Her experiential whole brain processes and tools are designed to create change from the inside-out rather than from the outside-in.

**Proven Results**

Dr Gluckman’s Spirited Economics™ Team Building methodology is backed by several decades of experience working with leaders across multiple industries around the globe.

**Customization**

- Designed to build teams that are compatible with your corporate values.
- Customized to include your vision, mission and strategic goals.

**A robust Sustainable Approach with Immediate Improvement**

The methodology used in the seminar maximizes the teams’ ability to deal immediately and effectively with their ongoing interpersonal and operational challenges, generating significant and measurable improvement in performance.

**Here’s what clients say…**

“The company’s performance has improved dramatically. It has been quite amazing to see the kind of contributions coming from people who never contributed much in the past. We are now in much better shape than our competitors.” **Dana Buys, President and CEO, Workgroup Solutions**

“Your program has been instrumental in assisting me in turning the organization around and increasing sales by 18%.” **Philip Jones, President, Dallas Convention and Visitors Bureau**

“This…proved to be a powerful aid in getting through to our employees, some of the principles we are committed to in our ongoing efforts towards a more diverse workplace.” **Larry Solomon, Exec VP Human Resources, Dr Pepper**

“Suffice it to say that by the time the top management teambuilding exercise reached conclusion, the change in attitude and the relationship between the team members was incredible.” **Keith Scafturis - General Manager, First National Bank**

“It has been a great privilege to have worked with you so closely over the last two years- a period which has marked great changes in our company. That we have succeeded in transforming our company to the extent that we have, is attributable more to your contribution than to any other factor.” **Kevin Eborall, Chairman Mining Services Division, Fraser Alexander Tailings Ltd.**

Your workshop proved very conducive to making fast progress in the development of strategic agendas throughout the functions within the company.” **Richard Beardon, President and CEO, American Bottling**

“During the intervening three months since your initiative our business has tripled. The seminars you facilitated at Newbridge and the skills you employed have certainly been manifested during this period of extreme growth.” **Newbridge Information Services, David Gauthraux Chairman and CEO**