Team Dynamics, Staff Attitudes and Impact on People Who We Support
April 10, 2013

Elgie Labutte

### Pauline LeDrew-Bonvarlez

Team Attitudes

- What we are really talking about is group dynamics and team work.

- Group dynamics – refers to the patterns of interactions that emerge as groups develop

- Also called Team Process – When team success is dependent upon the process team members use to interact with each other to accomplish work

- Team work – involves working together to achieve something beyond the capabilities of individuals working alone.

- What do poor group dynamics look like?

http://www.youtube.com/watch?feature=player_embedded&v=yJzQiemCIuY#!

What are the observable ineffective team dynamics?
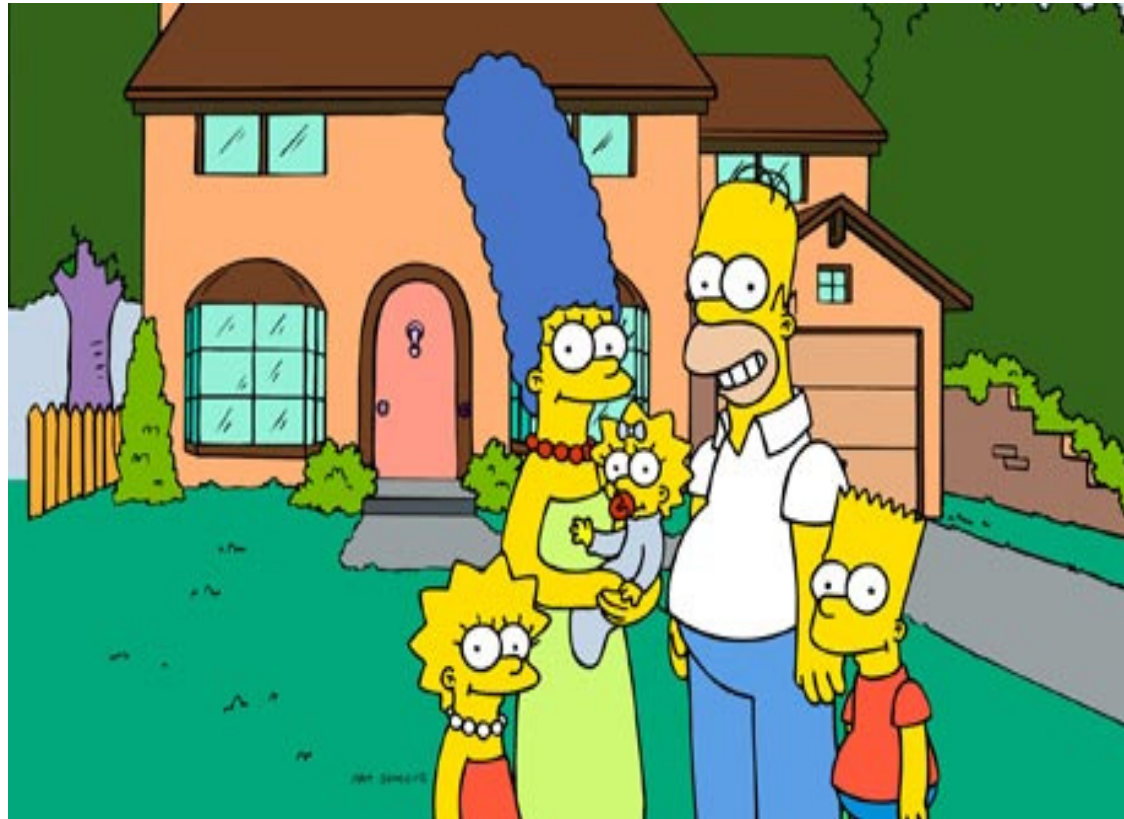
What does this mean for the Person Supported?
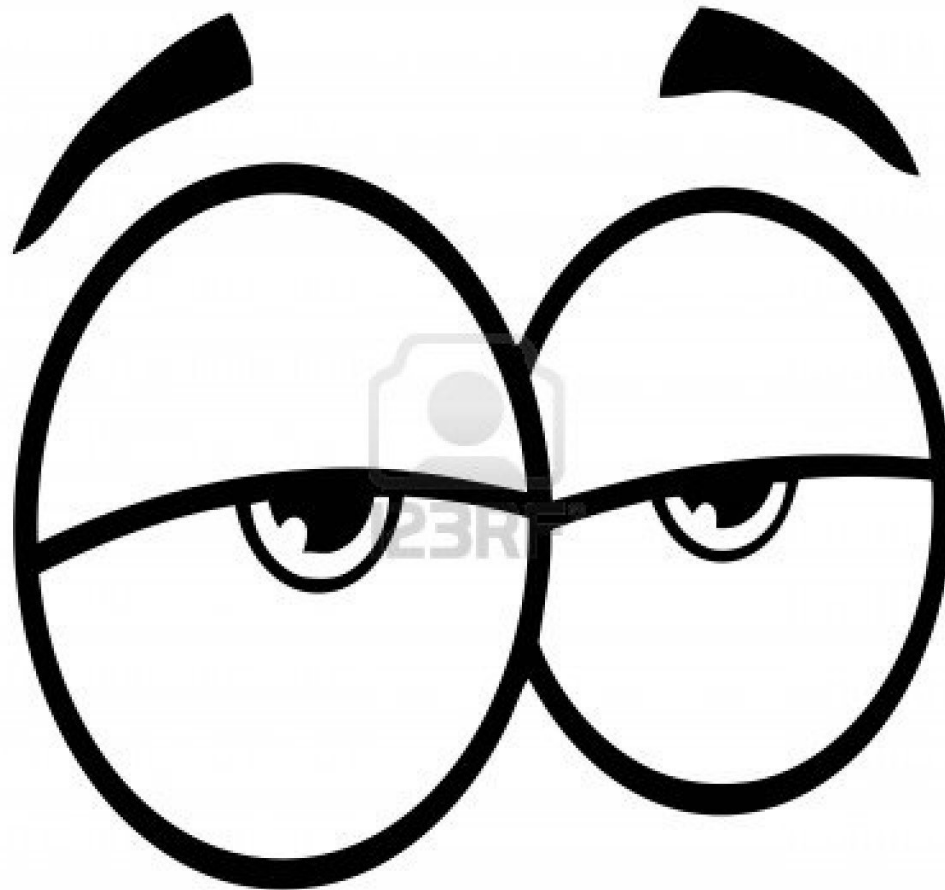
Are we too focused on the details?

http://www.youtube.com/watch?feature=player_embedded&v=Ahg6qcgoay4

How would this impact the well being of a person being supported by this team?

What kinds of things are commonly missed because we are focused on the details?

Who are the People in Your Neighbourhood

The Intimidator/Expert

The Bystander/Follower

The Cowboy

Where They All Connect

- The Inner Ring – the core team where members are accountable for outcomes

- The Middle Ring – most team members reside here – there is not necessarily daily involvement

- The Outer Ring – team members who occasionally give input reside here – those who review and approve work **clip art**

Positive Influence - Needs to become the will of the team

How should it look?

http://www.youtube.com/watch?v=AaQauAlFhCc

What impact would this have on the People in Support?

Now What??

Core Competencies

- Advocating for Others
- Collaboration
- Creative Problem Solving
- Developing Others
- Fostering Independence in Others
- Holding People Accountable
- Initiative
- Interpersonal Relationships and Respect
- Leading Others
- Managing Change
- Relationship/Network Building

- Resilience
- Resource Management
- Self-Development
- Strategic Thinking
- Flexibility
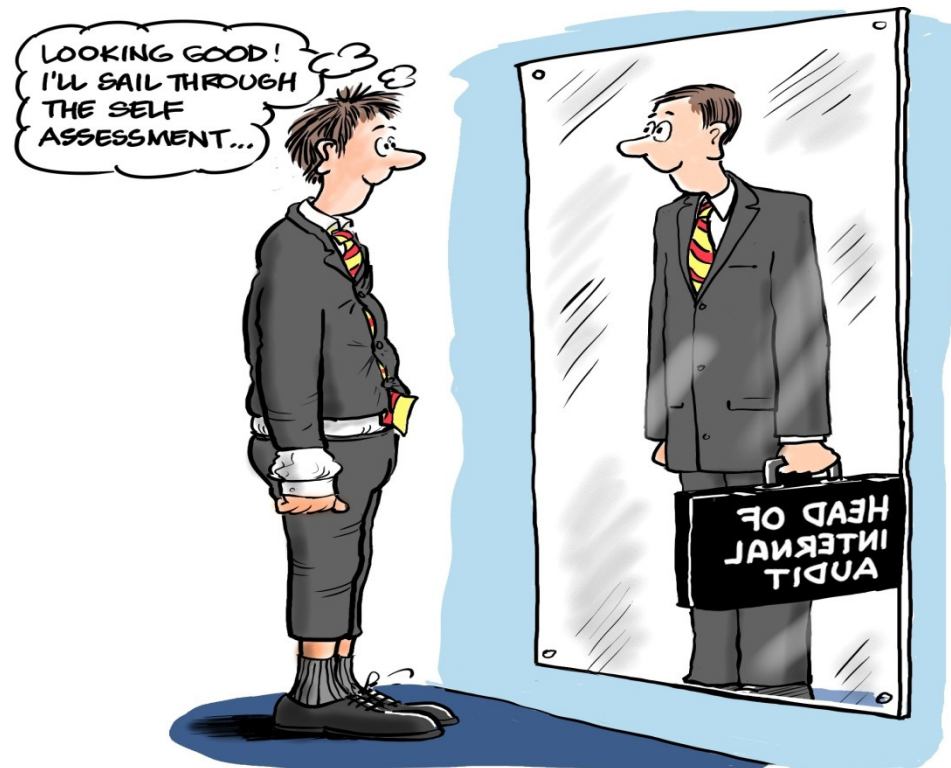- Self-Control
- Service Orientation
- Values and Ethics

Behavioural Competencies

"The underlying personal characteristics and behaviours of an individual that are required for outstanding performance." The Hay Group

- Collaboration
- Interpersonal relationships and respect
- Managing Change

It's Up to You

What role are you playing in your team health?
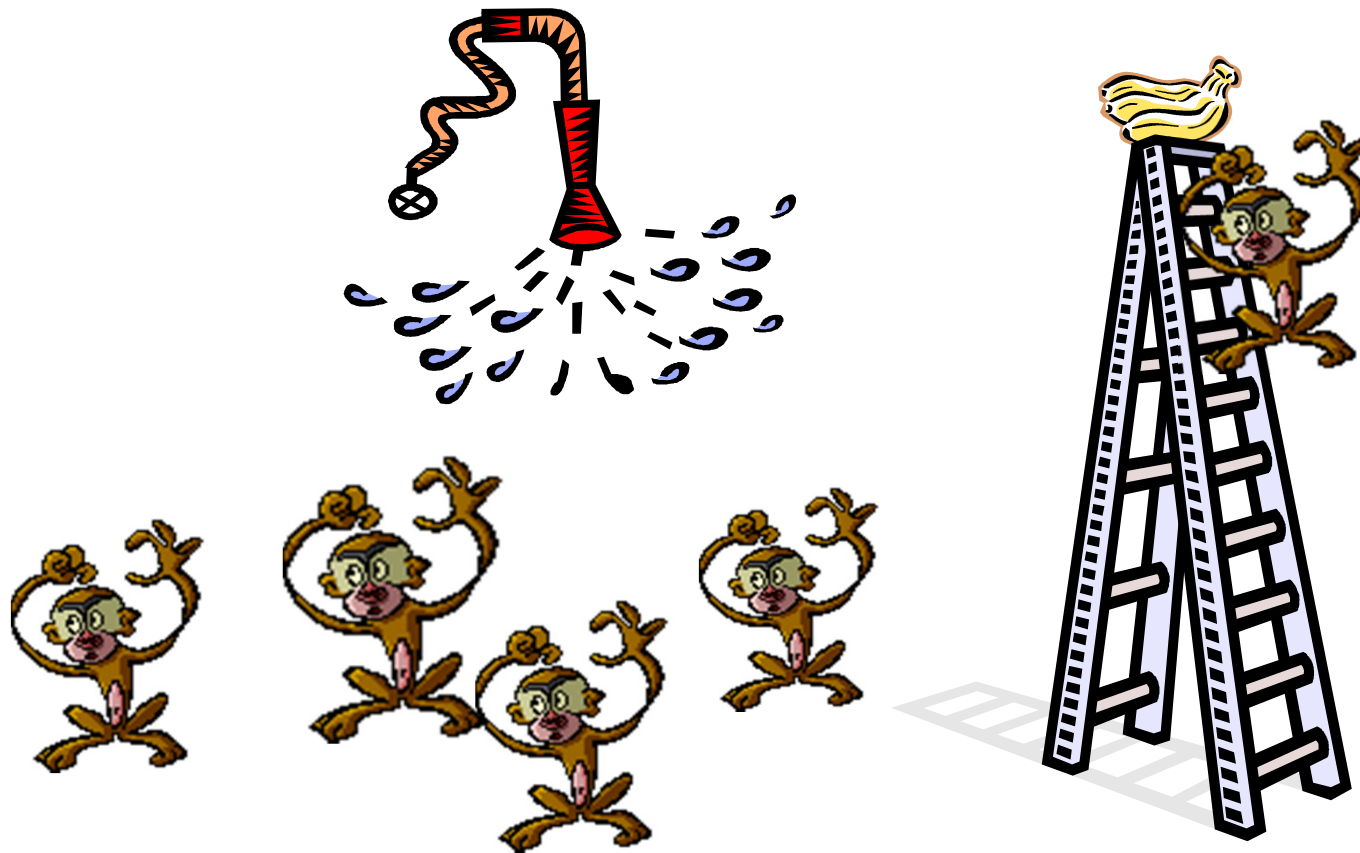
Closing Thoughts
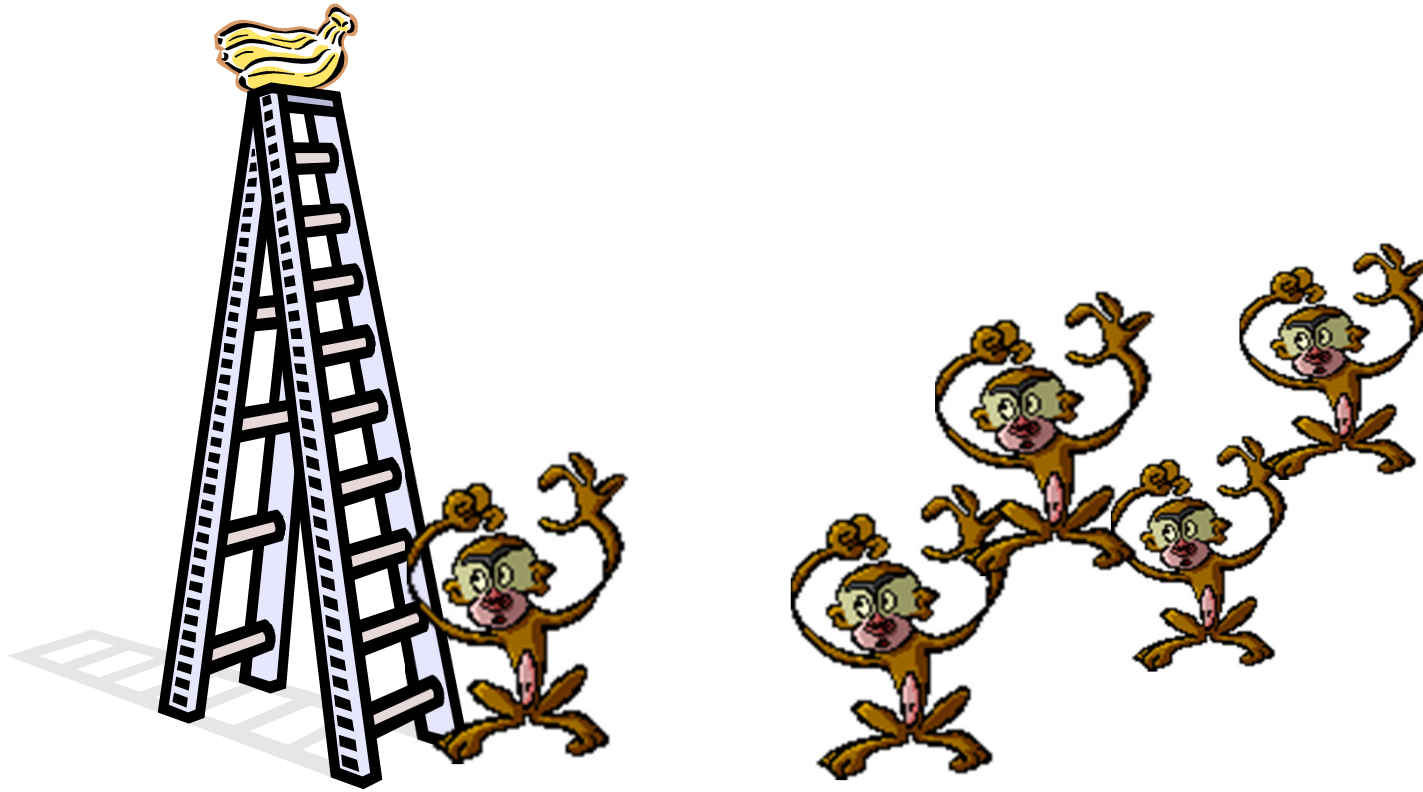
And Finally ....

A group of scientists placed 5 monkeys in a cage and in the middle, a ladder with bananas on the top.

Every time a monkey went up the ladder, the scientists soaked the rest of the monkeys with cold water.

After a while, every time a monkey went up the ladder, the others beat up the one on the ladder.
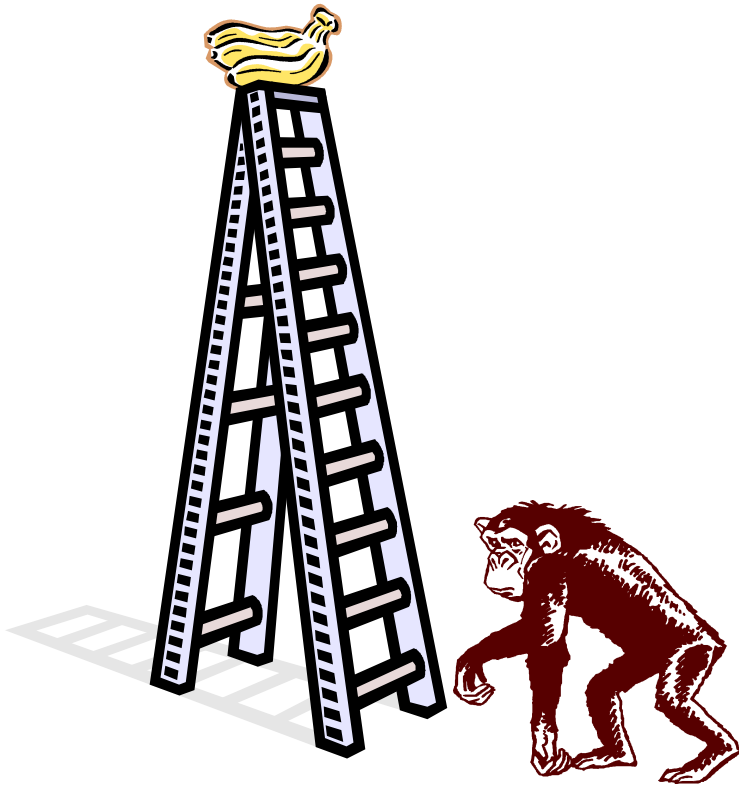
After some time, no monkey dare to go up the ladder regardless of the temptation.

Scientists then decided to substitute one of the monkeys. The 1st thing this new monkey did was to go up the ladder. Immediately the other monkeys beat him up.

After several beatings, the new member learned not to climb the ladder even though never knew why.
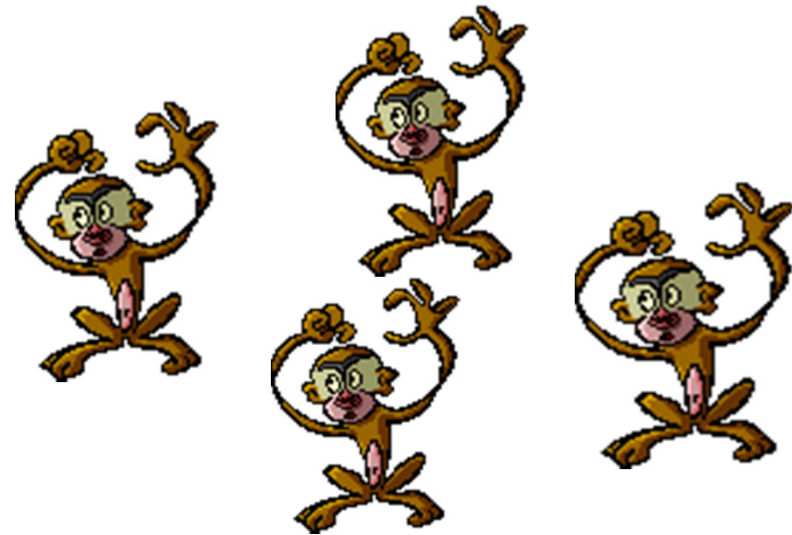
A 2nd monkey was substituted and the same occurred. The 1st monkey participated on the beating for the 2nd monkey. A 3rd monkey was changed and the same was repeated (beating). The 4th was substituted and the beating was repeated and finally the 5th monkey was replaced.
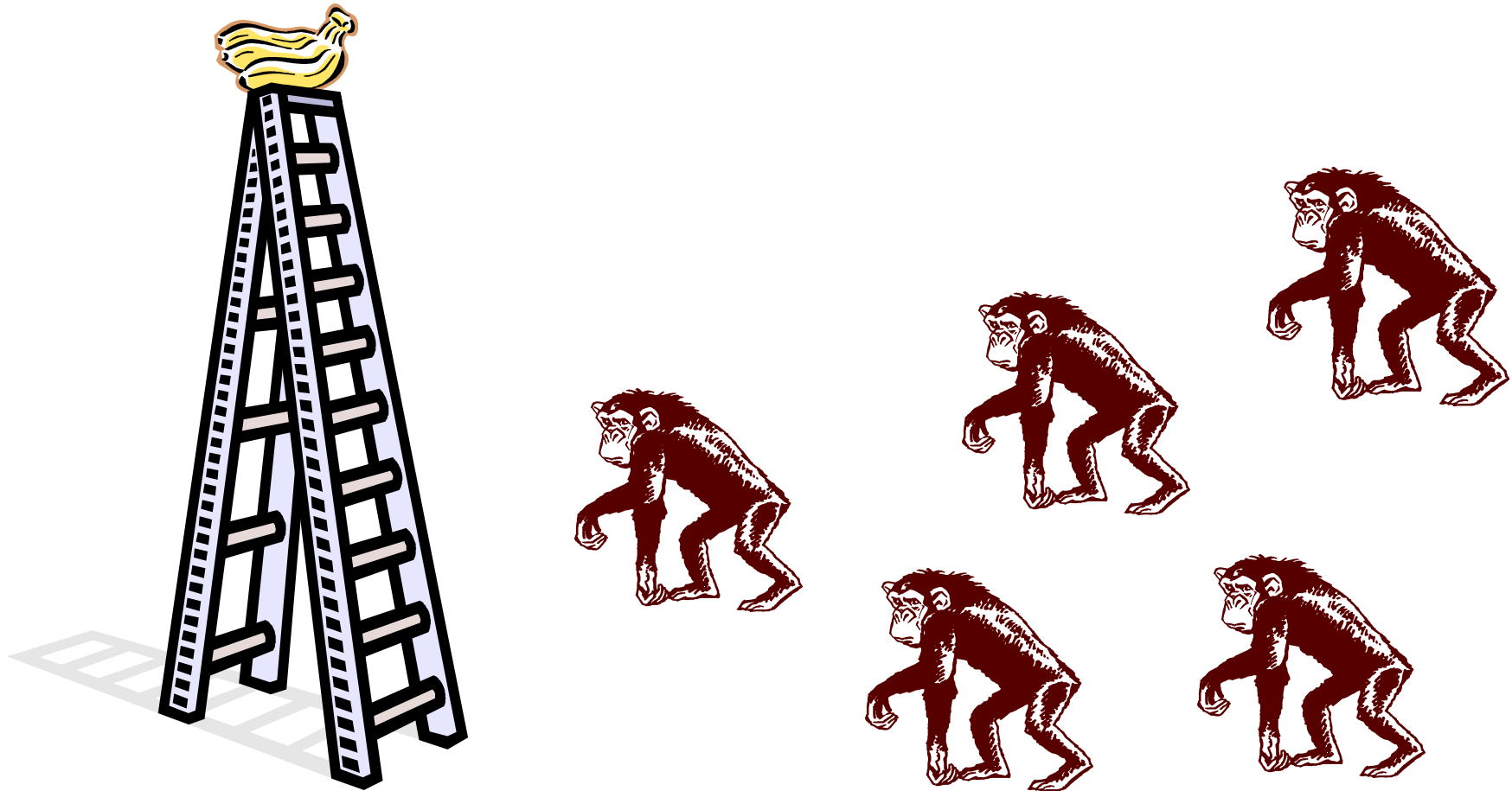
What was left was a group of 5 monkeys that even though never received a cold shower, continued to beat up any monkey who attempted to climb the ladder.
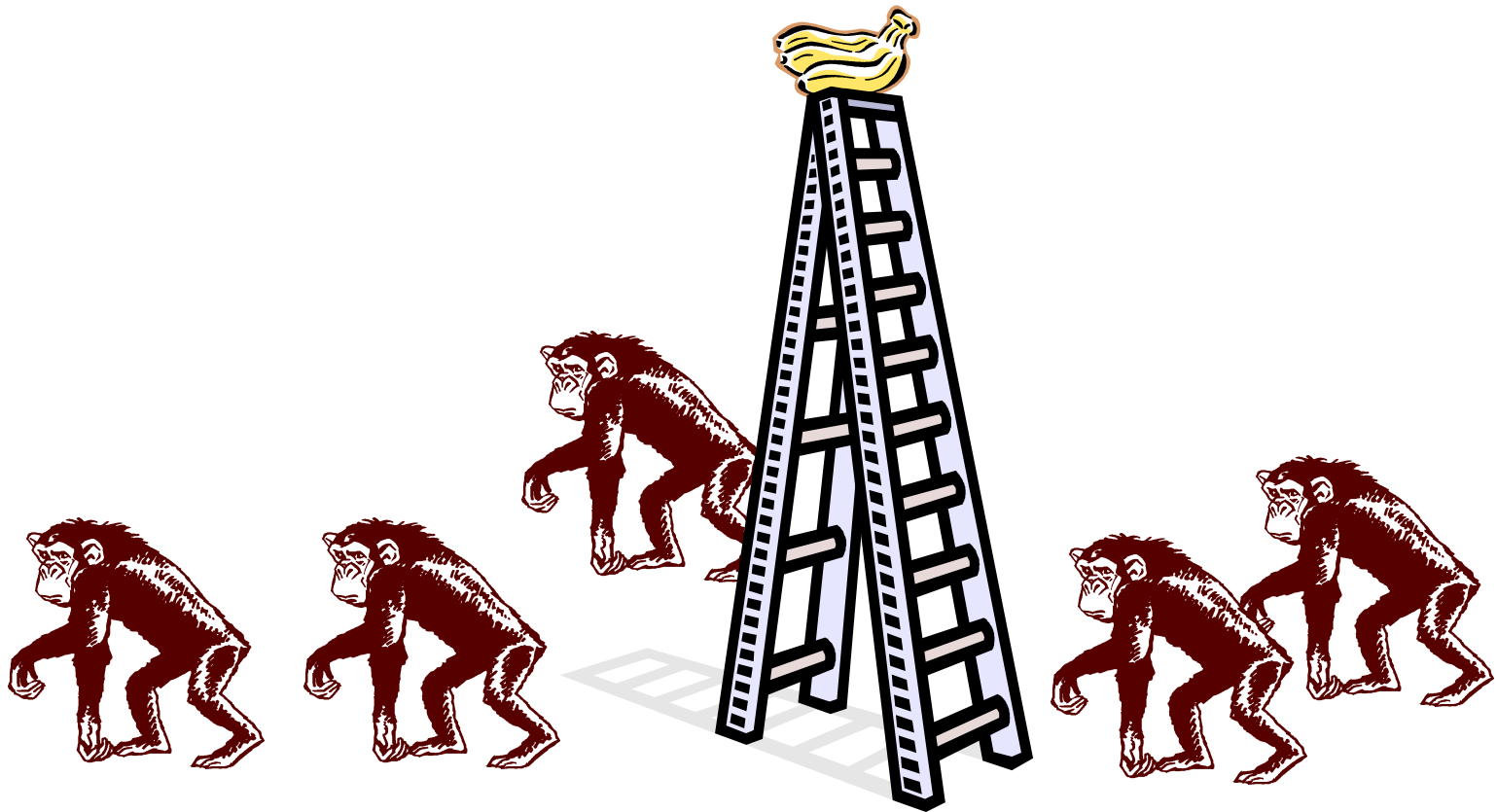
If it was possible to ask the monkeys why they would beat up all those who attempted to go up the ladder…..
I bet you the answer would be….

"I don't know – that's how things are done around here"

Does it sounds familiar?