

1. Quality and Strength of the Container

Tend to the quality of the container and the relationships, not as an indulgence, but to help ensure your purposes have the best chance of being achieved.

1. How well do we tend our container by honoring our working agreements to support safety and accountability?
2. What are we doing to ensure we can trust one another? What am I doing to engender trust?
3. What structures, incentives, and support are in place for speaking the unspeakable?
4. How are we caring for one another while providing feedback in support of the shared purpose?

2. Voices in the Container

Systemic resilience comes from cultivating diversity to ensure the team benefits from wisdom beyond a single perspective.

1. What voices are missing from the container?
2. How are new or missing voices invited, welcomed and tended?
3. To what extent are people valued for their own perspective rather than their capacity to divine the group preferences?
4. To what extent is the team grounded in multiple communities?

3. Group Triggers

Stay tuned to those around you to notice clues to the emotional undercurrents in the system.

1. How quickly are crises identified and bad news discussed?
2. How do team members stay 'current' with one another about their triggers?
3. How does the team carve out time for individual and collective reflection and learning from experiences?
4. Do team members recognize and acknowledge their contribution in conflict so that they can share in the accountability and work through it together?
5. Does the team regularly practice re-framing "truths" into "assumptions" to allow, invite, and value alternative perspectives?

4. Shared Purpose

Purpose provides inspiration and direction for action.

Top 3 Values:

- 1.
- 2.
- 3.

1. Is there clarity on the shared purpose?
2. How do we know when we are off track or off purpose?
3. What do we do to realign the team with our purpose?
4. What do we know pulls us off purpose?
5. To what extent does the group make decisions in service to the shared purpose rather than to an individual or faction?



Team Thrival

Gain greater clarity and skill in the development and success of the Team.