

# Strategies for Strengthening Teams



## ESTABLISH TRUST

- Lead team-building activities to strengthen collaboration and trust.
- Demonstrate vulnerability to foster psychological safety and authenticity.
- Encourage open and honest communication across all levels of the team.



## FOSTER PROFESSIONAL CONFLICT

- Create mutually agreed-upon guidelines for respectful and constructive debate.
- Acknowledge efforts to resolve conflicts and contribute ideas.
- Facilitate resolution by mediating disputes and guiding productive dialogue.



## DEMONSTRATE COMMITMENT

- Engage team members in the decision-making process.
- Articulate a clear vision and set aligned team goals.
- Recognize accomplishments and monitor progress consistently.



## PROMOTE ACCOUNTABILITY

- Define clear expectations and responsibilities.
- Maintain consistency in actions and decisions.
- Establish team goals and regularly share progress updates.
- Demonstrate desired behaviors through your own actions.



## FOCUS ON RESULTS

- Establish clear and achievable team goals.
- Celebrate and reward collective achievements.
- Emphasize the value and impact of team success.

Adapted from: Lencioni, P. (2002). *The Five Dysfunctions of a Team: A Leadership Fable*. Jossey-Bass.