The Art of Teamwork Toolkit



#### Worksheets:

Connected moment

10-20 min

Reflect on a moment of belonging.

**Behavior mapping** 

10-20 min

Identify shared behavior across the team.

# What is collective identity?

A shared sense of belonging that builds cohesion and helps teams work as one.

Collective identity is about aligning, not conforming.

Collective identity is about creating shared values and agreements that bring the team together as one cohesive group.

More like:

Having a shared set of values the team aspires to uphold.

Less like:

Mandating certain behaviors.

Collective identity is about rituals, not meetings.

More like:

"After our weekly stand-up, let's go around and share one inspiring story from this weekend." Less like:

"After our weekly stand-up, let's meet just as the marketing team to go over more specific updates."

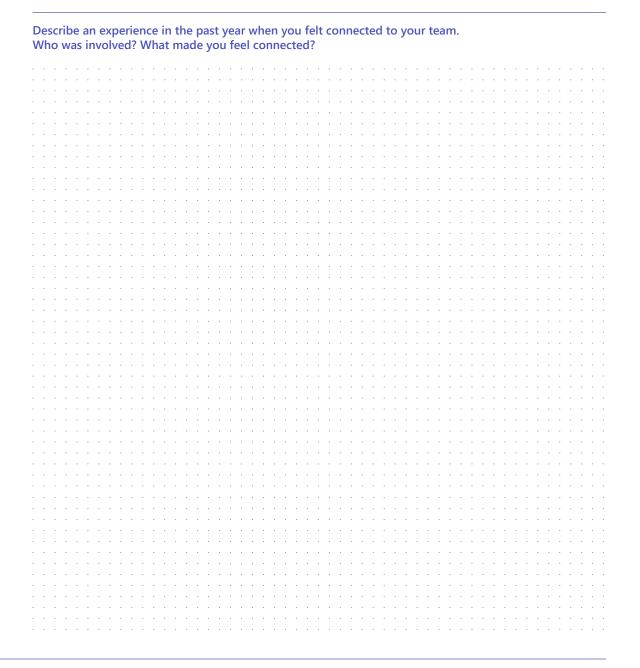


Worksheet

## Connected moment

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Reflect on a moment of belonging.





Worksheet

### **Connected moment**

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Now think about what created that feeling of connection for you.

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## Behavior mapping

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Identify shared behaviors across the team.

Brainstorm behaviors everyone on your team demonstrates.

As a team, a shared behavior we practice is	It looks like this										

#### **Examples**

Take accountability.

We always admit if we dropped the ball. We don't pass blame onto others.

Value diverse thinking.

We always invite others to discussions even when we know their opinion may differ. We have a process in place to address tensions when there are differences in opinion.

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Worksheet

## Behavior mapping

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Finally, what behaviors do you wish more of your team regularly embodied?

We aspire to be better at	It would look like this

#### **Examples**

Giving everyone the space they need to work.

Having dedicated "heads down" time each day where our team would not have any meetings.

Experimenting with new ideas.

Defining one experiment a month and assigning ownership to steward it.