Place a photo of
members and supervisors
at orientation or
another event here.

VISTA and Supervisor Orientation

<<DATE>>

TEAM BUILDING FOR <<PROGRAM NAME>>

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Building a team

- Team: *a group of people who must work together to accomplish a common task*.
- NOT:

  A group = *a collection of individuals gathered together to meet the individual needs of the members*;

  OR

  A committee = *a group of people officially delegated to perform a function, usually planning or decision-making*

- Team members make great personal sacrifices of time and schedule because of their commitment to one another and the common goal. A successful team generates and thrives upon a deep personal loyalty between team members.

TEAMS

- “. . . work together to provide oversight for the growth and well being of constituencies served, and to develop a clear direction and purpose for the organization.”
  - Clear understanding of roles and interactions
  - Mutual and shared authority for accomplishing the goals
  - Recognition of mutual responsibility
  - Organizational oversight
- What kind of team do you envision?

Must haves for teams

- Common purpose
- Clear roles
- Accepted leadership
- Effective processes
- Solid relationships
- Clear communication

Insert a photo of one of your own teams here.

Team killers

- Team members' pride
- Lack of acceptance
- Suspicion
- Inflexibility
- Docility
- Others??

Understanding your teammate

- Different personalities come together around a common goal
- Different values, approaches, understandings, ways of doing things, history with the organization
- Can contribute to staff conflict, challenges
- Myers-Briggs Type Indicator (MBTI) = a way to understand more of your teammates

Four MBTI Dichotomies

- Extraversion – Introversion
  - *E - I Dichotomy*
- Sensing – Intuition
  - *S - N Dichotomy*
- Thinking – Feeling
  - *T - F Dichotomy*
- Judging – Perceiving
  - *J - P Dichotomy*

- Where do you prefer to focus your attention – and get your energy?
- How do you prefer to take in information?
- How do you make decisions?
- How do you deal with the outer world?

Understanding preferences

- No type better than other
- When coming together in a team . . .
  - Similarities may be weaknesses
  - Differences may be strengths
  - Similarities may be strengths
  - Differences may be weaknesses
- Learn the other to build the team, not to pigeonhole/stereotype
- Use the information to help, nurture, never to harm
- Two-way responsibility

E-I Dichotomy: source of energy

- Most who prefer Extraversion
  - Prefer action over reflection
  - Are attuned to external environments
  - Communicate by talking
  - Learn by discussing/ doing
  - Are sociable & expressive
  - Enjoy working in groups
- Most who prefer Introversion
  - Prefer reflection over action
  - Are attuned to inner world
  - Communicate in writing
  - Learn through mental practice & reflection
  - Are private & contained
  - Enjoy working alone or in pairs

E-I Preference & Your team

- What's worse – no or frequent interruptions?
- What do you consider a large party or group?
- Does a large party excite/frighten you? What do you do when you get there?
- What is your "social" expectation of your office?
  - During the work day
  - After work/weekends
  - *Why* is this your hope/expectation?
- Identify your similarities & differences. What do these mean for your team?

S-N DICHOTOMY: taking in information

- Those who prefer sensing
  - Emphasize the pragmatic
  - Prefer facts, details, specific information
  - Oriented to present realities
  - Value realism
  - Observe & remember using five senses
  - Build carefully to conclusions
  - Trust experience
- Those who prefer intuition
  - Emphasize the theoretical
  - Prefer concepts/high-level plans
  - Oriented to future possibilities
  - Value imagination
  - See trends & patterns in specific data
  - Use a “sixth” sense
  - More quickly to conclusions, follow hunches
  - Trust inspiration

S-N Preference & your team

- Which is worse – no sense of the present reality or no sense of the future possibilities?
- When voting, how do you decide whom to support?
- Identify your similarities & differences? What do these mean for your team?

T-f dichotomy: decision making

- Those who prefer thinking
  - Are analytical
  - Use cause/effect reasoning
  - Solve problems with logic
  - Strive for objective standard of truth
  - Are described as reasonable
  - Search for flaws in an argument
  - Fair = everyone treated equally
- Those who prefer feeling
  - Are empathetic
  - Guided by personal values
  - Assess impact of decisions on people
  - Strive for harmony & positive interactions
  - Are described as compassionate
  - Search for point of agreement in an argument
  - Fair = everyone treated as an individual

T-f preference & your team

- What's more challenging for you: working in an environment that lacks logic or that lacks harmony?
- What process would you use for making a decision, such as which students will attend training or an event?
- Identify your similarities & differences. What do these mean for your team?

J-p dichotomy: lifestyle

- Those who prefer judging
  - Scheduled/organized
  - Finish one project before starting another
  - Like things decided
  - Avoid last minute stresses, finishing tasks before deadline
  - Limit surprises
  - Routines are effective
- Those who prefer perceiving
  - Spontaneous/flexible
  - Start many projects, have trouble finishing
  - Open to change, keep things loose
  - Energized by last minute pressure finish at the deadline
  - Enjoy surprises
  - Routines are limiting

J-P Preference & your team

- What's more challenging for you: winging it or adhering to a schedule?
- Describe your ideal vacation. What do you do? Process for getting to that . . .
- Identify your similarities & differences? What do these mean for your team?

Benefits of gaining insight

- Can reduce defensiveness when in a disagreement
- Increase openness to feedback from what is going on around you
- Can improve your ability to see others more for who they are, appreciating their individual gifts and contributions
- Can enhance your ability to appreciate your own unique contributions and responses
- Can help you choose realistic goals, accomplish what you say you will

Appreciating others on the team

- You can understand and adapt as necessary to your leader's preference
- You can give assignments/requests in a way that appreciate your staff's preferences
- Improves communication
- Know who to go to for what = utilize each type depending on the situation
- How might your staff meetings look different with MBTI understanding?

Summarizing the team

- Similar types on a team
  - Understand each other more quickly and easily
  - May reach decisions quickly, but may have one-sided view of the situation/options
  - May fail to appreciate gifts & contributions lacking on the team
- Variety of types on a team
  - Longer to establish communication
  - Less likely to overlook possibilities & details
  - Longer to reach consensus

Coming together is a beginning.

Keeping together is progress.

Working together is success.

- *Henry Ford*

Insert photo(s) of your teams here here.