

Team Building and Team Development

We have experienced **team building facilitators** who can customise team building sessions to meet our clients' needs and session objectives.

Team Building workshops should:

- ◆ Be non judgmental
- ◆ Focus on the strengths as well as potential pitfalls of all individual styles
- ◆ Assist individuals and teams to work with their differences and learn to see them as strengths
- ◆ Increase self awareness
- ◆ Give a better understanding of others in the team

Team type assessments such as the Myers Briggs Type Indicator (MBTI) can be used to improve understanding of individuals' strengths, weaknesses and contributions to the team. We design sessions that can enhance a team's performance and appreciation of individual differences.



The MBTI assessment helps individuals discover normal differences in people concerning – 4 aspects of behaviour:

- ◆ **E**xtraversion / **I**ntroversion - energy source
- ◆ **S**ensing / **i**Ntuition - information gathering
- ◆ **T**hinking / **F**eeling - decision making
- ◆ **J**udging / **P**erceiving – preferred lifestyle

The Myers Briggs team type tool to assist the team to better understand how each team member prefers to communicate, problem solve, plan and evaluate.

This understanding allows participants to appreciate and learn how to capitalise on personal strengths and the strengths of others, supplement and augment areas they may overlook and areas that do not come easily to them.

There is a MBTI team report which is informative about the whole team and their type, as well as blind spots and decision making processes. [Click here to see a sample MBTI team report.](#)

When designing team development sessions the format will depend on the organisations objectives, but generally will include:

- ◆ Icebreaker
- ◆ Objective setting and introduction
- ◆ Understanding team types and styles
- ◆ Group exercises such as a leaderless discussion or communication exercise.

A team building session could be as short as half a day and may go up to 2 days in length.