



Team Anywhere Podcast #85: How to Team Anywhere Toolkit

By Ginny Bianco-Mathis and Mitch Simon

Inspired by David Mead and Jennifer Moss

Fostering a Psychologically Safe, Healthy & Human Work Environment

Tips	Behaviors
<p>Be honest, humble, and human by</p> <ul style="list-style-type: none"> • creating “feedback friendly” environments, • connecting personally with team members, • demonstrating value of each player. 	<ul style="list-style-type: none"> • Role model how to discuss uncomfortable topics. • Display visible follow-up action. • Allow questions to seep before moving on. • Be last to speak in meetings. • Call/zoom team members for friendly chats. • Build off strengths by specifically asking team members to “help” from their strength. • Be curious about nonperformers; ask for needs.
<p>Build social-emotional health by</p> <ul style="list-style-type: none"> • blatantly demonstrating “realistic” optimism, • expressing gratitude and empathy, • forming new habits around language. 	<ul style="list-style-type: none"> • Be vulnerable by sharing personal stories. • Openly discuss concerns calmly. • Develop and practice team ground rules. • Role model BALANCED work/life expectation. • Highlight examples of asking for help. • Share analytics on productivity and burnout.
<p>Create meaningful events that energize by</p> <ul style="list-style-type: none"> • making events part of your overall strategy to build long term engagement, • offering mindful and specific outcomes, • developing deep and memorable events. 	<ul style="list-style-type: none"> • Provide BOTH in-person and virtual events. • Consider a “chief experience officer.” • Give virtual teams stipends for in-person sessions. • Hold quarterly “all hands.” • Train all on holding dynamic, virtual interactions.
<p>Implement inclusive infrastructures by</p> <ul style="list-style-type: none"> • favoring vocal data gathering, • adopting virtual inclusion tools, like Mural, • practicing advanced facilitation techniques. 	<ul style="list-style-type: none"> • Conduct regular LISTENING sessions. • Use pairing, round robin, virtual whiteboard, etc. • Create dialogue spaces for open disagreement and constructive conflict. What’s not working? • Talk about feelings and what is happening: How do we feel about having a new team member?

For executive coaching with a seasoned coach, contact vmathis@marymount.edu. If you would like a tailored workshop on these techniques, please contact vmathis@marymount.edu or msimon@simonalliance.com.