

Team Building through Chemistry

How Do People Feel about Being on Teams?

Many people do not like the idea of being on teams. This dread of teamwork often stems from past experiences. Everyone has been on a team with that one person who did not contribute. Additionally, some managers force teams on people believing that they will magically work better without taking the necessary steps to ensure that the team members will work well together and develop chemistry. Teams that are not launched correctly have little chance of being successful. It is important to get teams off to a positive start from the very beginning by developing relationships, inspiring goals, and defining roles.

SMART Goals

Goals are necessary after a vision is established. Goals are what people work towards as they attempt to complete their vision. SMART goals are typically implemented in team settings:

- Specific – Be specific about the what objective you want to achieve
- Measurable – What will let you know when a goal is achieved?
- Achievable – How can you reach the goal?
- Reasonable – Is it possible to reach the goal?
- Timely – When should the goal be reached?

When creating Smart Goals, consider involving the team. If you simply assign goals that people do not think are achievable, they are less likely to unite around it.



Direct, Don't Order

Leaders must resist the urge to give orders rather than directions. Orders are dogmatic and take away any choice from the team. When providing direction, you are offering the team guidance without such a strict demand. People can give directions by:

- Making an invitation: Request team members perform activities.
- Encourage: Give individuals reasons to take specific actions.

As a leader, it may be necessary to give orders at times, but this should be done sparingly and with respect. Creating an authoritarian atmosphere will prevent a team from developing initiative and creativity.