

Building a Healthy Team

建立健全的團隊

1st Club Officer Training 2016-2017

第一次分會幹部訓練

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“Club Mission” 分會使命

To provide a supportive and positive learning experience in which members are empowered to develop communication and leadership skills resulting in greater self-confidence and personal growth

提供會員一個支持性和正面性的學習環境，
讓會員能發展溝通和領導的技巧，
並能增進自信心和個人成長。

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Traits of a Healthy Team 健全團隊的特質



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Team Assessment

團隊評量



Healthy Team Assessment 健全團隊評量

(Based on the work of Patrick Lencioni,
“Overcoming the Five Dysfunctions of a Team:
Field Guide,” 2005)

本評量是基於管理大師派翠克連西歐尼的文章
“如何克服團隊的五種不良機制—專業引導”
2005)

How to assess 如何評量

Use the scale below to indicate how much each statement applied to your club executive team.

Be sure to evaluate the statements honestly and without over-thinking your answers.

3 = Usually 2 = Sometimes 1 = Rarely

利用以下的分數來表示你的分會團隊如何在該項題目的狀況。

請誠實作答，且不要再三思考

3分 = 時常 2分 = 有時 1分 = 很少

How to assess 如何評量

A score of 8 , 9 in a given trait indicates that your team is embodying the trait well.

A score of 6 ,7 indicates that you could use some improvement.

A score of 3,4, 5 indicates that there is an issue that needs to be addressed.

總分8, 9 表示你的團隊擁有極佳的該項團隊特質

總分6, 7 表示你的團隊的該項團隊特質仍有進步空間

總分3, 4, 5 表示你的團隊的該項團隊特質需要較多的努力

Healthy team trait #1 健全團隊特質 #1 :

Trust 信任感

___ 1. Team members quickly and genuinely apologize to one another when they say or do something inappropriate or possibly damaging to the team.

團隊成員在說了或做了某些不當、或有損團隊的事，會很快，且很有誠意的道歉。

___ 2. Team members openly admit their weaknesses and mistakes. 團隊成員公開承認自己的弱點和錯誤。

___ 3. Team members know about one another's personal lives and are comfortable discussing them.

團隊成員知道其他成員的私人生活，也樂意互相討論。

Healthy team trait #2 健全團隊特質 # 2 :

Healthy Conflict 健康的意見分歧

___ 4. Team members are passionate and unguarded in their discussion of issues.

團隊成員很熱情且沒有防禦心的投入議題討論

___ 5. Team meetings are compelling and not boring.

團隊的會議總是很吸引人、不會無聊。

___ 6. During team meetings, the most important and most difficult issues are put on the table to be resolved.

在團隊會議中，最重要和最困難的議題會被提出討論和解決。

Healthy team trait # 3 健全團隊特質 # 3 :

Commitment 承諾(行為投入)

___ 7. Team members know what their peers are working on and how they contribute to the collective good of the team.

團隊成員知道同儕在做甚麼事情，也了解他們對團隊的正面貢獻

___ 8. Team members leave meetings confident that their peers are completely committed to the decisions agreed upon during the meeting, even if there was initial disagreement. 團隊成員在開完會議時很有信心同儕們會對會議中的共同決定完全支持，即使在剛開始時大家意見不一。

___ 9. Team members end discussions with clear and specific resolutions and calls to action. 團隊成員能以清晰並明確的決議來結束討論，並能付諸行動。

Healthy team trait # 4 健全團隊特質 # 4 :

Accountability 責任感

___ 10. Team members call out one another's deficiencies or unproductive behaviors.

團隊成員互相點出其他成員的不足處，和無效益的行為

___ 11. Team members are deeply concerned about the prospect of letting down their peers.

團隊成員很在意自己可能讓同儕失望的可能性。

___ 12. Team members challenge one another about their plans and approaches.

團隊成員對其他成員的計畫和執行方法會提出異議(質疑)

Healthy team trait # 5 健全團隊特質 # 5 : Results 結果(成效)

___ 13. Team members willingly make sacrifices (such as budget, turf, etc.) in their area of expertise for the good of the team. 團隊成員為了團隊的利益願意做某些犧牲(例如：在財務上、或職務範圍、等等)

___ 14. Morale is significantly affected by the failure to achieve team goals. 團隊士氣會被未達團隊目標的狀況大大的影響

___ 15. Team members are slow to seek credit for their own contributions but quick to point out those of others.

團隊成員對自己的貢獻並不急於邀功，但對於隊友的貢獻卻不吝快速指出。

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This concludes Building a Healthy Team

結束

