

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

VISTA and Supervisor Orientation

<<DATE>>

**TEAM BUILDING FOR  
<<PROGRAM NAME>>**

# Building a team

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- ◆ 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

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- ◆ “. . . 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

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



Insert a photo of  
one of your own  
teams here.

# Team killers

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



# Understanding your teammate

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- ◆ 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

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- ◆ 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

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- ◆ 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

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## ◆ 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

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- ◆ 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

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- ◆ 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

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## ◆ 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

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- ◆ 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

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## ◆ 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

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- ◆ 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

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- ◆ 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

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- ◆ 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

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- ◆ 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.