

Team Activity: Developing Team Values

Purpose: Support students in the development of behavioural norms for their learning team. These behaviours can later be measured, evaluated and/or developed using self and peer assessment.

Activity Instructions:

1. Think of a successful team experience (or use visual explorer to select an image that represents a successful team experience).
2. Take a few moments of silent reflection and using post it notes (going for quantity not just quality) describe behaviours, attitudes, and/or structure(s) that lead to that team experience being successful.

(Optional if time: Have each person share the highlights of the successful team experience and how that photo connected to it. Then do the reflective practice above.)
3. As a team place all of your sticky notes on a flip chart paper, and start to cluster them into themes.
4. Provide about 10 minutes to develop the themes or when most groups have made good progress, direct them to start to name the clusters/main themes. After they have taken a few minutes to determine the names of those clusters do a short debrief prior to the next step.

Debrief : What do you think those themes represent? (Usually the themes/cluster represents core values of that group).

5. Have the teams go back and look at the definitions they have applied to the themes/cluster and consider – Are these values that are important to us? What are the top five (or top three)?

(Optional if time: Have each team share their top five values/themes which can provide additional opportunities for insights and learning).

6. Now as a team develop behaviours that would align with those values. Behaviors that you would want to see implemented in your team (Do a quick check in for good examples of specific behaviours: example: respect is the value but what behaviors would demonstrate respect that they would commit to? This is setting the stage for assessment later on of these behaviours)

(Optional if time: Have teams report out their top behaviours)

6. Instructor can debrief the activity connecting to the importance of establishing team norms, expectations, and behaviours for team success. Instructor may also inform students of how these team behaviours will be assessed later using peer assessment. Note: This can become the start of a team charter.