

Building and Sustaining Equality of Relationships in the Team

Remember whole Team Resilience Conversations can only take place when all team members are at Coping resilience level or above. Everyone needs to feel safe to contribute and be heard.



- a) Map your team dynamics (using the tool on page 2).
- b) As team leader consider what 1-1 conversations you need to have to assess individual relationships?
- c) Set up individual conversations to establish equality of relationships. Consider using a feedforward approach - asking what an individual needs from you to feel they have an equal relationship with you in the team - listening - taking on board what you can do - doing it and checking back in.
- d) Once equality of relationships is sufficiently established to give everyone a clear voice in the team consider a whole team discussion on team equality and what needs to be put in place to achieve this - ground rules for the team - listening to each other; disseminating information etc.

Mapping Your Team's Relationships

This simple exercise is a very powerful way to reflect on the relationships in your team and how they are working.

1. Find some objects to represent each of your team members and yourself as team leader. Ideally objects that can show the direction they are pointing. This could be as simple as cut outs from post it notes with arrows drawn on.
2. Take a large piece of paper or find a clear surface area.
3. Place yourself as team leader into the space, pay attention to where it feels right to put yourself in that space and which way you are facing.
4. Taking an object to represent each team member in turn place them into the 'scene'. Again pay attention to their position in relation to yourself as leader and the other team members already placed in the 'scene'.
5. Move them around/ adjust until the distances between each team member (including yourself as team leader) and directions that each person is facing feels right i.e. it represents the relationships in your team.
6. You can choose to take a picture to capture this point in time for your team.
7. Step back and look at the 'scene' – what does it say about relationships in your team and in particular about the equality of relationships with you as leader?
8. What would you choose to change first? Try out some changes. Make one small move for one team member or yourself. What difference will this make?
9. If it is useful take more pictures to capture next potential steps for developing your team relationships.

