



What type of culture do you and your colleagues work in?

Organize a group discussion that helps you and your colleagues spend time reflecting on the team environment you experience currently and what you can do to improve upon it.

Gather your colleagues for either coffee or lunch to discuss the following questions. Plan on spending 45–60 minutes with the questions. When you're finished, ask your colleagues what you can do to further build upon your team environment.

- 1 If you could describe our team environment in less than four words, what would they be?
- 2 What do you think our greatest strength is as a team?
- 3 What do you think is our best accomplishment?
- 4 What do you think other groups (other teams) would be surprised to know about us?
- 5 If our team had a motto, what would it be?
- 6 What makes you proud to work here?
- 7 If you could change one thing about our team environment, what would it be?
- 8 What more can we be doing to ensure a positive, vibrant team culture?