

WELCOME TO TRANSITION HOUSE

TEAM BUILDING

THE BENEFITS BEYOND THE WORKPLACE



TH Wellness Project's Vision:

to empower personal well-being, improve mental wellness and increase life joy.

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Are you really alone...



or are you afraid when you reach out for support,
no one will be there?



Transition House, Inc.

Changing Lives by Creating Pathways for Mental Wellness

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“Become a possibilitarian. No matter how dark things seem to be or actually are, raise your sights and see possibilities – always see them, for they’re always there.” – Norman Vincent Peale

“Successful people build each other up. They motivate, inspire, and push each other. Unsuccessful people just hate, blame and complain.” – unknown

How do Ants Do It?

- Do you ever wonder how ants and other creatures that are seemingly so insignificant by themselves become so powerful when they come together?
- A single ant is a typically unsuccessful creature, however put a group of ants together – and watch what they can achieve!
- **So why as intelligent creatures, do humans struggle so much with this?**

Trust

- Being part of a healthy team requires trust.
- The challenge for many teams is developing trust. There has to be a willingness on the part of all involved to establish a basis of trust. The one or two ‘outliers’ can disrupt all of your efforts.
- Some essentials in developing trust:
 - Establish a culture that actively listens first before attempting to move forward with a plan.
 - Mutual respect is critical. The absence of authentic respect with cause a team to break down very quickly.
 - A willingness to be supportive of all team players allows people to feel valued and empowered.
 - You need a collective that believes in the value of Team.



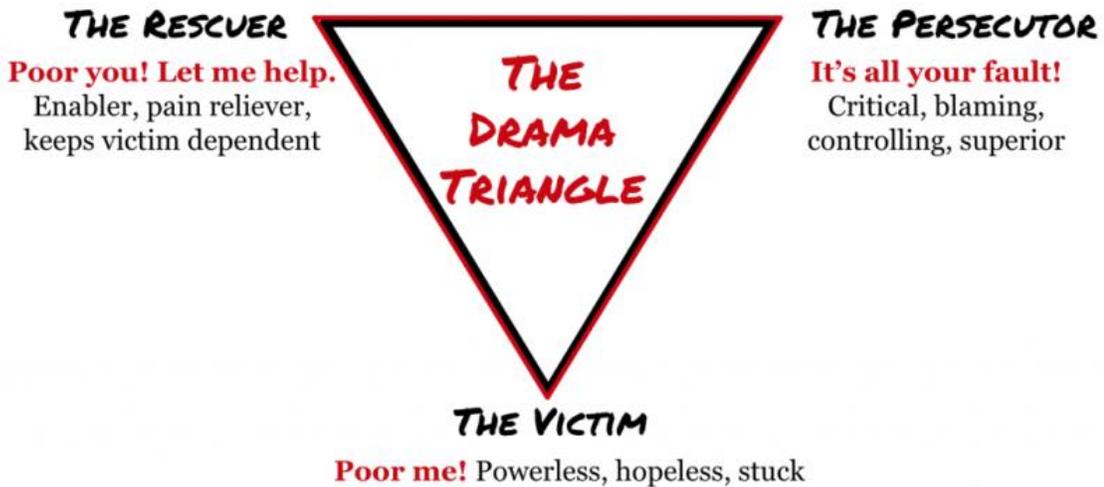
The Egos

- Have you ever been part of an amazing team, then a new person joins and seems to disrupt everything?
- When unauthentic people who struggle with vulnerability join a team and/or attempt to create a team – things typically do not go smoothly. These people are attempting to validate their self-worth by proving how wrong/bad others are. The behavior patterns involve finger pointing/blaming, shaming, avoidance of personal responsibility...
- **What are other outcomes when ‘egos’ become more important than the team?**

Drama Triangles Impact Teams

- Drama triangle exists in a variety of settings and appear in varying levels of intensity. Some may start off small, and if properly fueled, will overtake even the strongest teams.
- “The **drama triangle** is a social model of human interaction – the triangle maps a type of destructive interaction that can occur between people in conflict.” – Wikipedia. If you watch Soap Operas, “reality tv” – you’ve seen how drama triangles in use.
- There are many sites that reference the Drama Triangle. Here’s a starting site if you’d like to learn more: <https://www.karpmandramatriangle.com/>





- The reality – even the most functional teams can be damaged when Drama Triangles are allowed to develop and flourish.

Empowering Healthy Teams

- Healthy team development takes work and willingness on the part of all participants to be a part of the team.
- Healthy teams
 - Share a common vision and believe in it.
 - Check egos ‘at the door.’
 - Accept that humans are a part of the team so mistakes will be made, however when they are, the team comes together to problem solve and support and empower learning.
 - Celebrate successes – big and small.
 - Value and respect individuals in the team and the team as a collective.
 - Recognize vulnerability and support the growth of all team members.
 - Have a willingness to work as a part of – recognizing and empowering strengths within self and other.
 - Communicate! *“In teamwork, silence isn’t golden, it’s deadly.”* Mark Sanborn
- **What are some other traits of Healthy Teams and Healthy Team members?**

Teamwork Reduces Stress and Increases Wellness

- Teams are everywhere – from the workplace, at home, at school, etc.
- It’s a wonderful feeling when a healthy team works together. Members feel empowered, respected, valued, and supported. These types of feelings enhance our sense of wellness and stress is reduced when we feel a part of a healthy collective.
- **What positive traits do you bring to the table to empower the development of a healthy team?**
- **What behaviors do you need to change to help create a healthier team?**
- **How will being a healthier team member improve your sense of overall well-being?**

Wrap Up

“Remember teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability.” – Patrick Lencioni

“Coming together is a beginning, staying together is progress, and working together is success.” – Henry Ford



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