



# TEAM HABITS

— *over* —

# INDIVIDUAL GAIN

Crafting Team-Centric  
Leadership Development

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## CHARLIE GILKEY

# Team Habits Origin Story

01

US Army -

Battalion plans officer & battle captain

02

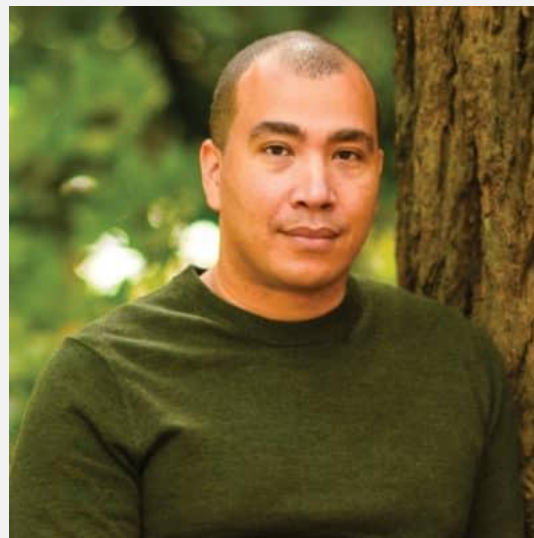
Redeployment -

XO, etc.

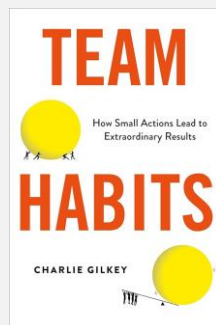
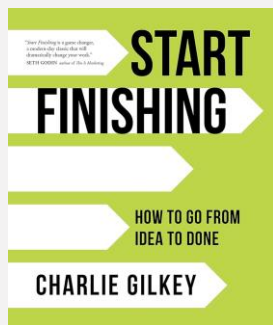
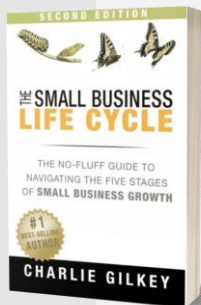
03

Productive Flourishing -

Coaching, etc.



Charlie Gilkey





# Our Plan

## 01 Team Habits

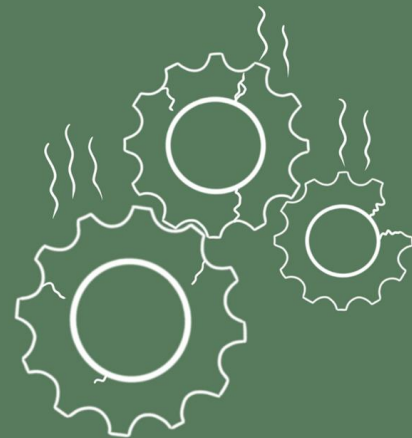
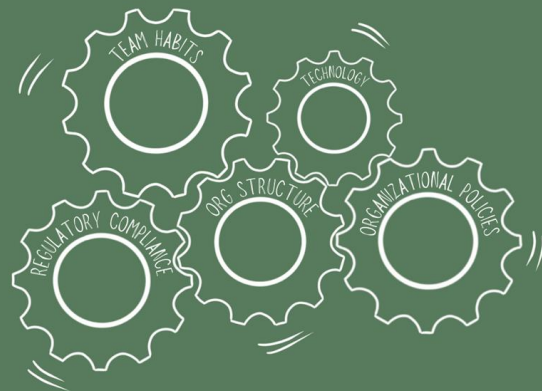
What are the 8 Team Habits?  
Why should I care?

## 02 Building Momentum

How do leaders assess their Team Habits?  
How can I help uplevel Team Habits?

## 03 Making It Stick

What are practical ways to  
build healthy Team Habits?



01

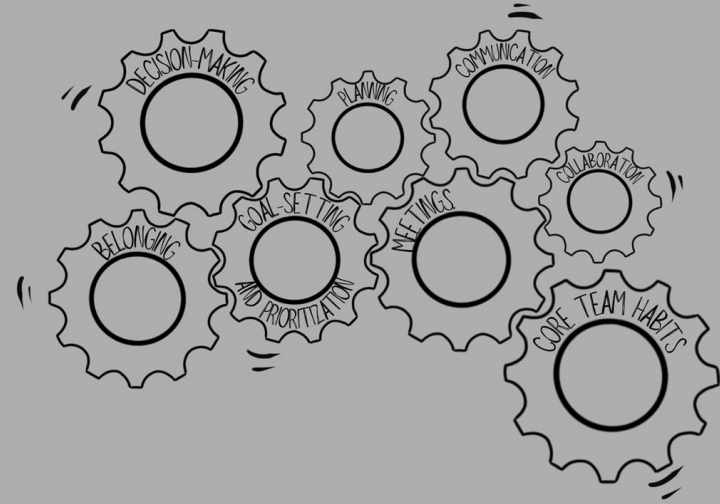
# TEAM HABITS

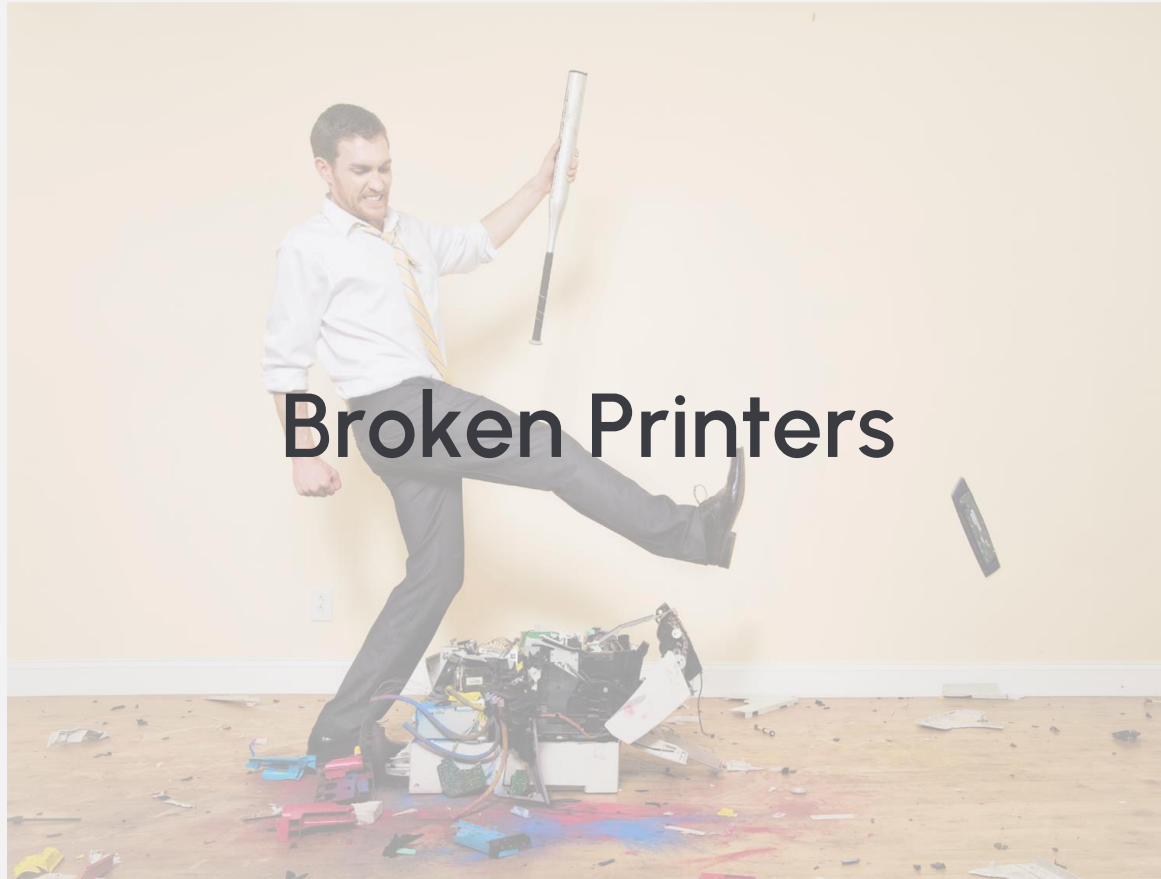
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What are the 8 Team Habits?

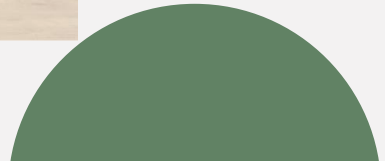
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Why should I care?





# Broken Printers



# 8 Team Habits



Belonging



Decision-Making



Goal-Setting &  
Prioritization



Planning



Communication



Collaboration



Meetings



Core Team Habits

**YOU  
BELONG  
HERE**

# Belonging

How your team creates belonging and meaning amongst members of the team.



# Decision-Making

How your team makes decisions.







# Goal Setting & Prioritization

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How your team sets goals and priorities.

# Planning

How the team creates, distributes, and adjusts plans.





# Communication

How, what, and where the team communicates.



# Collaboration

How the team moves objectives,  
projects, and tasks forward  
together.





# Meetings

How the team prepares for, conducts, and follows up after meetings.



# Core Team Habits

How the team enables the effectiveness of individual members.



Employees with High Belonging are

**56%**

More Productive



Employees Spend an Average of

**31 hours**

in Unproductive Meetings Every  
Month





Engaged Employees Are

21%

More Productive and

87%

Less Likely to Leave





## ASSESS YOUR TEAM HABITS

Take the Team Habits Quiz at [www.betterteambits.com](http://www.betterteambits.com)

TEAM  
HABITS

5) Communication: How well...

How well is this working for your team/organization?  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

6) Collaboration: How well...

How well is this working for your team/organization?  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

7) Meetings: How well your team...

How well is this working for your team/organization?  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

8) Core Team Habits: How well...

How well is this working for your team/organization?  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

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## ASSESS YOUR TEAM HABITS

Take the Team Habits Quiz at [www.betterteambits.com](http://www.betterteambits.com)

TEAM  
HABITS

1) Belonging: How your team creates belonging and meaning amongst members of the team

How well is this working for your team/organization? → 1 2 3 4 5  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

What's getting in the way?

How are you going to amplify or fix?

2) Decision-Making: How your team makes decisions

How well is this working for your team/organization? → 1 2 3 4 5  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

What's getting in the way?

How are you going to amplify or fix?

3) Goal-Setting and Prioritization: How your team sets goals and prioritizes

How well is this working for your team/organization? → 1 2 3 4 5  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

What's getting in the way?

How are you going to amplify or fix?

4) Planning: How your team creates, distributes, and adjusts plans

How well is this working for your team/organization? → 1 2 3 4 5  
1= not at all, 3 = sometimes, 5 = really well

What's working well?

What's getting in the way?

How are you going to amplify or fix?

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[betterteambits.com](http://betterteambits.com)

# Apply It

Which Team Habit is ***most challenging*** for your team?

Which Team Habit is a ***top strength*** for your team?

02

# BUILDING MOMENTUM

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How Can Leaders Assess Their Teams?

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How Can I Help Uplevel Team Habits?



## TEAM HABITS

### How Ready Is Your Team?

Readiness is exactly what it sounds like: the capability of a team or individual to accomplish their goals, complete their projects, and perform to standard. Think of readiness in terms of five different levels:

- R1 Unprepared and likely to fall at meeting expectations**
- Low/no competencies, capacity, and workways to support execution
  - Unable to address and navigate known challenges and low/no capability to respond to unforeseen challenges and opportunities
- 
- R2 Poorly prepared**
- Some competency, capacity, and workways, with little practice in running the type of projects and operations required to accomplish objectives
  - May be able to address and navigate known challenges, but low capability to be able to respond to unforeseen challenges and opportunities
- 
- R3 Prepared**
- Adequate competency, capacity, and workways, with adequate practice in running the type of projects and operations required to accomplish objectives
  - Able to address and navigate known challenges and moderate capability to be able to respond to unforeseen challenges and opportunities
- R3 is the lowest readiness rating where teams should expect success or where something could be called a core competency.*
- 
- R4 Well-prepared**
- Ample competency, capacity, and workways, with frequent or proven practice in running the type of projects and operations required to accomplish objectives
  - Able to address and navigate known challenges and completely able to respond to unforeseen challenges and opportunities
- 
- R5 Extremely well-prepared**
- All elements of R4, but able to convert challenges to opportunities and fully able to leverage opportunities

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# How Ready Is Your Team?

Readiness = Capability + Capacity + Team Habits

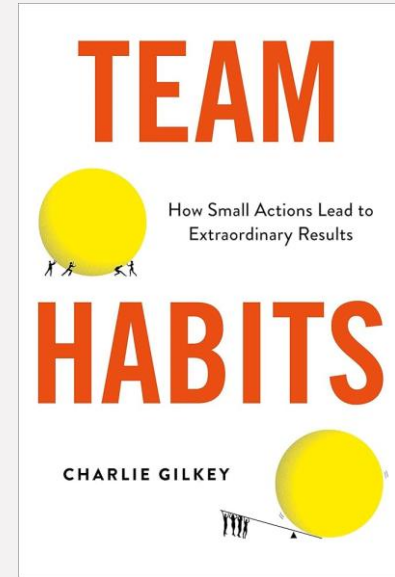
Your team's habits are one part of the equation





# Team Stretch Assignment

1. Introduce *Team Habits* to the team.
2. Download your *Team Discussion Guide* to serve as a framework and springboard for conversations around team habits.
3. As a team, sort the 8 Team Habits into Strengths and Gaps.
4. Reflect on how to leverage Strengths.
5. Prioritize Gaps and work on one at a time.

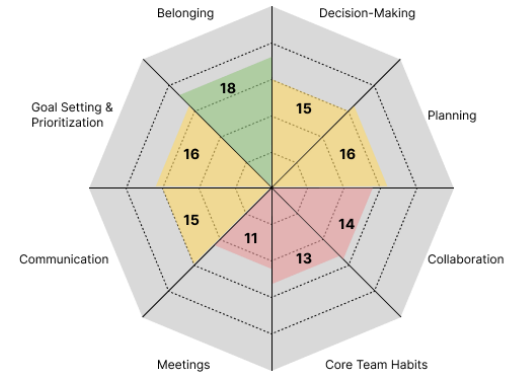
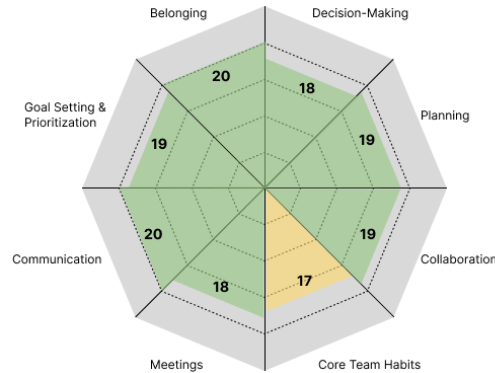




# Team Habits Assessment

- Reports calibrated within work teams
- Scalable for large organizations
- Based on decades of research across many industries

## Unlock Better Team Performance with the Team Habits Assessment



03

# MAKING IT STICK

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What Are Practical Ways to  
Build Healthier Team Habits?





# The Three Go-Tos



## Belonging

**IT'S ALL ABOUT RELATIONSHIPS:** If you build belonging and meaning teammates are more likely to be involved in what you do.



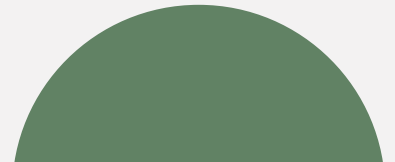
## Meetings

**WHERE ALL WORKWAYS MEET:** Meetings are the place where so many workways come up all at the same time so they have the ability to drive the rest.




## Decision-Making

**THE WAITING GAME:** Many organizations are stuck because too few people are making decisions and too many people waiting on decisions to be made.





A large, solid green circle on the left side of the slide, partially cut off by the edge.

“You’re either participating in broken team habits or you’re working to change them.”

—Charlie Gilkey, *Team Habits*

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# Thanks!

**Discussion Time!**

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