But there is hope on the other side of this. way things were, and ultimately, life before COVID-19. To working remotely, or you've had to make the tough call to restructure some or all of development can help us understand where our teams are in this process as well as teams and move them out of that high performing stage. Tuckman's model of group development can help us understand where our teams are in this process as well as teams and move them out of that high performing stage. Tuckman's model of group development can help us understand where our teams are in this process as well as teams and move them out of that high performing stage.

As teams come together and evolve they move through different developmental stages. The "Performing" stage is where teams are most effective; however, changes such as

The purpose of this questionnaire is to examine your team's effectiveness from the perspective of eight (8) team members, and how to benefit from a more optimistic perspective. Activities, practices, and

"One thing is certain: it's hard to change what we don't acknowledge." - Phil Jackson

"It isn't the meaningful conversations in the good times that can achieve it. Instead, it's the meaningful conversations in the tough times that can achieve it." - Phil Jackson

"Team Effectiveness Questionnaire" - Chapter 4-6

"The strength of the team is not the sum of the individuals, but the ability of each individual member. The strength of each member is the strength of the team. The strength of the team is the strength of each member." - John C. Maxwell

"Teamwork makes the dream work. But, what distinguishes an effective team from a dream team is that a dream team works for its goals, while an effective team works for its goals and prides itself on its process." - John C. Maxwell

"If you've noticed a change in someone's behavior, then acknowledge." - John C. Maxwell

"Praise is a powerful and effective positive reinforcement. It is a fundamental need for people. Praise is a way of showing people that you appreciate what they do." - John C. Maxwell

"If you would like to read along and share any thoughts or ideas, please send them to hrs-performance@uni.edu. If you would like to ask a question, we'll do our best to provide you with helpful information to guide our teams in a positive direction."

"It takes courage to tackle the tough stuff and be successful. There are no difficult people, only difficult behaviors." - Phil Jackson

"As a manager or leader, it's your role to influence and mold the culture of your team. You must be willing to address the tough conversations to build a strong team."

"The Power of Re-Evaluating Your Team Identity" - Chapters 5

"Leadership, and How You..."

"Our Mission..."

"Our Vision..."

"Favorite Quotes..."