



Master team basics and build genuine community

Discipline 2 deep dive. Your six-week practice plan.

01

Name your team's place on the curve

Where is your team on the team performance curve right now? Mark **Be honest.** Not aspirational. the one that best describes your team today.

Mark	Where the team is	What it looks like
☐	Work group 1 + 1 + 1 = 3	A collection of individuals; performance is the sum of their efforts.
☐	Pseudo team 1 + 1 + 1 = 2	Trying to be a team without the basics; below a work group.
☐	Potential team 1 + 1 + 1 = 3	Building the skills; performance returns to work group level.
☐	Real team 1 + 1 + 1 = 4	The basics are in place; greater than the sum of the parts.
☐	High performance 1 + 1 + 1 = 10+	The basics plus genuine community; rare and exponential.

02

Mark your strongest and weakest basic

Of the Seven Team Basics, mark the one that is currently a strength for your team and the one that is currently a weakness.

Strength	Weakness	Team basic
☐	☐	Create role clarity Who does what; the leader's role and the team's.
☐	☐	Establish team purpose Why this team exists.
☐	☐	Set team goals Three to five stretch goals.
☐	☐	Build a team scorecard A few numbers, tracked over time and visible.
☐	☐	Conduct great meetings 75 percent performance, 25 percent community.
☐	☐	Solve problems together Define, find the root cause, brainstorm, act.
☐	☐	Improve decision making Command, consultative, consensus, or delegated.

03

Mark your strongest and weakest element of community

Of the three elements of genuine community, mark one strength and one weakness.

Strength	Weakness	Element of community	
☐	☐	Know deeply	Stories, time on the agenda, the You Cube.
☐	☐	Serve willingly	Intentional, proactive, doing the unexpected.
☐	☐	Do life together	Show up, celebrate often, mourn with them.

04

One specific action for each, in the next six weeks

For your weakest basic and your weakest element, write one action. Make it specific enough that someone else could tell whether you did it.

1

An action for my weakest basic

My weakest basic

Action

By when

Who I will tell

2

An action for my weakest element

My weakest element

Action

By when

Who I will tell

05

Calendar both commitments

Block time for each action now. An action without a calendar block is just a wish.

Action 1 calendared on

Action 2 calendared on
