**Assignment 5 - Team Dynamics Debrief**

**Purpose & Guidelines**

This is an opportunity for team members to reflect on their teamwork competencies. Team debriefs are a valuable development opportunity because team members who set goals for behaviour change and vocalize their commitments to the team are more likely to take action on them. The following sections will offer a framework for successfully facilitating the debrief.

Before beginning the team debrief discussion, all team members should review their feedback and record their development goals for each of the 5 teamwork behaviours. Make sure that all team members bring their report to the meeting for quick reference.

Remember that peer feedback reports are designed to be anonymous and private. Team members are NOT required to show their scores or any written comments. Each team member will share only what they are comfortable sharing with the team.

The debrief is **most effective when discussions are future-oriented, focusing on forward-looking agreements with minimal discussion of problems occurring in the past**.

Development goals should be as **specific, actionable, and quantifiable** as possible. After each member presents their development goal, the team should offer strategies to support that member toward goal accomplishment.

Follow these steps for debriefing results:

1. Choose one member of the team to facilitate the debrief. The facilitator´s role will be to keep the conversation on track and make sure that the guidelines outlined above are being followed. Have the facilitator read the Purpose and Guidelines to the team at the beginning of the meeting.
2. Ask each team member to share one personal strength that emerged from their feedback report. Identify how each individual can leverage their strengths to enhance the team’s overall performance. Have someone **record each team members’ strength** in the space provided below.
3. Team members recorded one development goal for each of the 5 teamwork competencies on their individual reports. Now each member should select one or two of these **goals to become their primary development** objective. Have someone **record each team member’s commitment** in the space provided below.
4. Wrap up the session by summarizing themes involving the team’s overall strengths and development areas, and record the themes in the space provided below.

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| ***Name*** | ***Perceived Strength*** | ***Development Area*** |
| **Dan** | **Knowledge** (2nd year) | **Commitment**: work more with the team and try to finish individual assignments earlier  **Communication**: more |
| **Alpesh** | **Commitment and Focus:**  Always look to contribute to the team in whichever way possible. | **Skills and Standards:**  Needs more skills on using certain features in the labs. |
| **Zexuan** | **Knowledge, Skills, and Abilities**: knows a lot about what to do and what I’m talking about. | **Focus and Communication**: try to share more information and less digression because of other knowledge |
| **Faven** | **Focus**: attention to detail and diligent. | **Communication**:  - Be more specific and clear with ideas  - Give better feedback |
| **Chulang Mo** | **Focus**:  - Keeping the team on track  - Helps team plan ahead work  - Helps assign work to | **Communication**:  -Try to share more ideas with the rest of the team  - Communicate more |

**Themes**

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| --- | --- | --- |
| ***Strengths*** | ***Development*** | ***Others*** |
| **Focus**  **Knowledge**  **Skills**  **Abilities** | **Communication**  **Individual Focus**  **Commitment to teamwork** |  |