

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.

www.thouse.org

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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It's good to have a friend to lean on.



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**When you need
it the most,
Reach out to someone
you trust.**



Transition House, Inc.
Hope for Recovery
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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?**

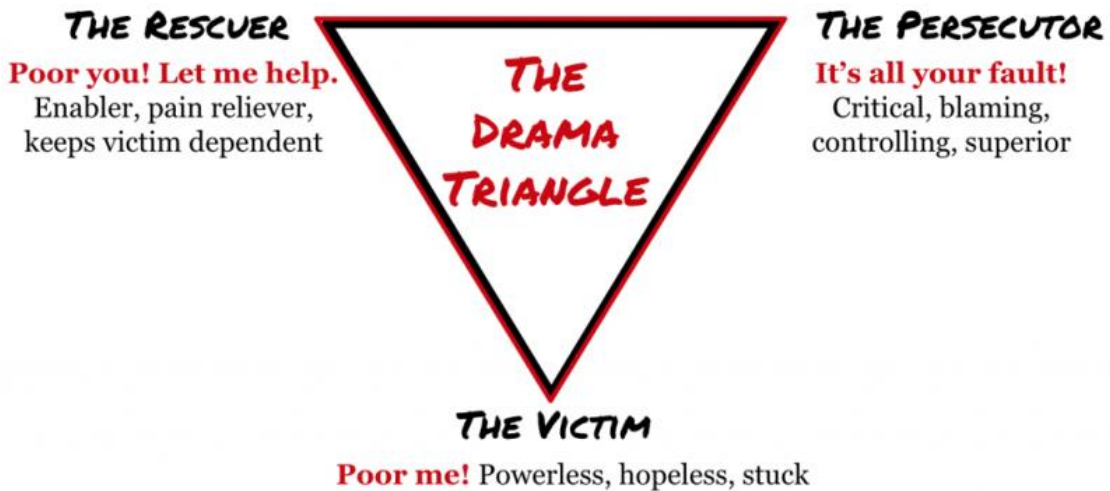
Drama Triangles Impact Teams

- 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/>



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- 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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Facilitator's Guide:

FOLLOW UP ON HOMEWORK:

- Questionnaire that would provide yourself and facilitators with useful information to help make this a more meaningful learning experience.
- Start developing your Worthiness List.
- Be mindful... Record the times over the next week when you've been able to be more authentic. How did that impact your sense of well-being?
- Be mindful... When your Perfectionism button is 'pushed,' try a new behavior. Record how it works.
- Develop your own list of Hope Energizing Activities and note how it impacts you.
- Monitor your rest and play. How are you doing? Where can you improve? What changes have you made/are making?
- Create Something!
- Find a new way to practice intentional mindfulness

BREAK UP INTO GROUPS OF 5-6:

1. Hula Hoop Exercise
2. What did you observe happening during this exercise?
3. What role did you play in this exercise?
4. What emotions did this exercise trigger?
5. What did you learn about yourself as it relates to being part of a team?

HOMEWORK ASSIGNMENT: BECOME AWARE OF THE ROLE DRAMA TRIANGLES PLAY IN YOUR SOCIAL CIRCLES.

