

Team Building tools:

ADKAR

ADKAR, or Awareness, Desire, Knowledge, Ability, and Reinforcement is a Prosci change management model that is very helpful in identifying where team members are in a project. This tool can either be used by the project manager (PM) to individually identify where team members are in a process, or it can be used by the PM to use in a workshop style environment with team members helping them identify where they are. Once the team fleshes out where they are in a project, the ADKAR model provides possible weaknesses in the team communication plan and actionable next steps to take.

<https://www.prosci.com/adkar/adkar-model>

Meyers Briggs

Meyers Briggs is another tool that can be utilized to identify personality types and how individuals in a team tend to work in different environments. Therefore, it is another great way to identify strong individuals for specific roles in a project, depending upon their personality type.

<http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/home.htm?bhcp=1>

SIPOC

A SIPOC analysis allows for the identification of **Suppliers, Inputs, Process, Outputs, and Customers**. A SIPOC is a tool that is used less for team building and more for clarification of project components.

<https://www.isixsigma.com/tools-templates/sipoc-copis/sipoc-diagram/>

Strengths Finder

StrengthsFinder is a quiz that is taken by individuals that identifies their top five strengths. The quiz is taken on an individual basis, but afterward, everyone is brought together, in a workshop style environment, to talk about their strengths and identify why they believe these top five strengths to be their top five strengths. The workshop environment provides an opportunity to learn about and empathize with team members.

<http://www.strengthsfinder.com/home.aspx>

Additional team building exercises (these are often best used a while after the teams have been developed and after team members are somewhat familiar with one another)

- 3 kinds of words—go around the room and with each person; everyone else lists three kind words about the person or about how they have positively contributed to the project at hand.
- Scavenger hunts—split into multiple teams and work towards working through completion of the hunt. (There is a great deal of flexibility with this tool, and there are many different ways to set up the scavenger hunt while tailoring it to any specific team goals.)