

Team Agreements

“When people agree on how they will conduct themselves in heated situations ahead of time, and they have the necessary skills to resolve conflict, they can work through almost anything.”

Terry Goss

A strong team is an absolute prerequisite to success. Sometimes, even the best individuals have trouble working together. That friction often keeps you and your team from reaching your full potential. Interpersonal issues can get in the way of optimal functioning and result in an unhealthy and unhappy work environment.

In order to work cohesively and create outstanding results, we believe each team member must learn to communicate with professionalism, confidence and compassion even in difficult situations. When you create a co-authored set of “Team Agreements” on how you want to function when difficulty arises, you are much better equipped to handle the challenges that can occur. “Team Agreements” help you work together in a way that truly honors each other and return to a sense of aligned purpose when you experience the inevitable challenges of working in dentistry.

The process of clarifying your own personalized “Team Agreements” elevates your commitment to function as a high-performance team and helps you bring out the best in each other. When you are in a positive or neutral place with your team, it is useful to look at the big picture of what is really important to each of you in your working relationships. How do you want to function when you have conflicts to resolve, disappointments to recover from or want to get unstuck and move forward?

We have included a sample set of team agreements for you to consider and/or use as an inspiration in composing your own. Please call with your questions. We would love to hear from you and learn about your team. Sincerely, Terry and Janis

“With advanced communication skills, and co-authored “Team Agreements” teams take off and are able to maneuver through interpersonal and organizational territories that had previously been impassable to them.”

Terry Goss and Janis du Pratte

Team Agreements • Terry Goss & Associates



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 **Terry Goss**
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Maximizing Authentic Potential

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Team Agreements

1. Communicate & Participate:

I agree to share my perspective in a timely fashion with compassion for others. I will be an active participant in teamwork, team meetings and team learning.

2. Listen With Your Heart:

I agree to listen respectfully to the communication of others in order to understand their deepest meaning.

3. Appreciate Contribution:

I agree to take responsibility for acknowledging, appreciating and encouraging others pursuit of excellence and receiving the same graciously. I am committed to others success.

4. Resolve Problems Positively:

I agree to take problems, issues and upsets to the person with whom I can resolve them, at the earliest opportunity. I will avoid exaggeration and blame. I agree to utilize the problem solving model and request a facilitator when needed.

5. Learn From Experience:

I agree to look for opportunities to learn from my experience, continue doing what works and discontinue doing what doesn't work.

6. Be A Leader:

I agree to take responsibility for getting the job done well and set a positive example.

Signature

Date

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