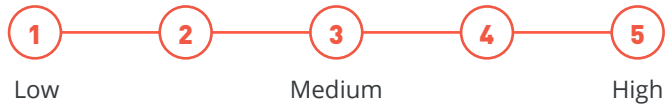


Google Team Effectiveness

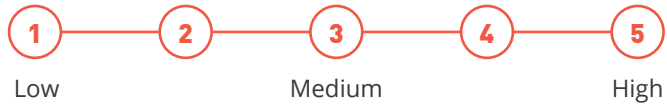
- 1** In advance of the team meeting hand out the Google article to the members of your team. Ask them to read the article and be prepared to discuss it.
- 2** At the next meeting open up a discussion about the article, and, as a group, discuss each of the five dimensions for creating team effectiveness.
- 3** Hand out the rating sheet. Ask each person to rate both themselves, as well as the team on each of the five dimensions.
- 4** Ask each person to report out their ratings and explain why they gave themselves and the team the particular rating.
 - a** If the team demonstrates significant psychological safety, you might open up a conversation about both the personal and team ratings. It would be important to discuss functional ways of giving and receiving feedback.
 - b** If not, this could be an excellent topic for a developmental conversation with each person around their individual scores.
- 5** Ask the team to create a composite team score on each of the dimensions.
- 6** Ask the team to look at the lowest scoring dimension and, as a team, decide how they can work together to increase the score 1 point. Give the team one month to work on this dimension. (it is advisable to keep the individual discussions between the manager and direct report)
- 7** At the next meeting, take 15 minutes to check in about the actions the team has been taking around the chosen dimension. This accountability is critical for the success of the process.

Google Team Assessment — *Personal Rating*

Dependability



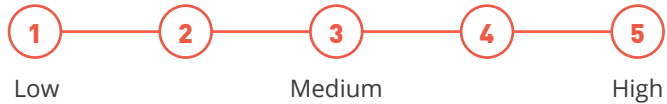
Structure and Clarity



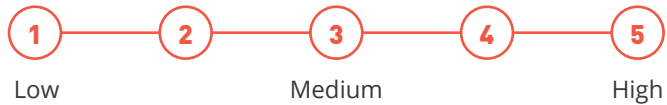
Meaning



Impact

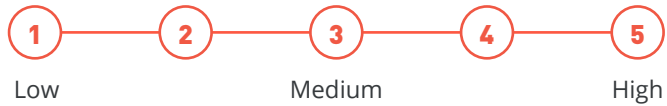


Psychological Safety

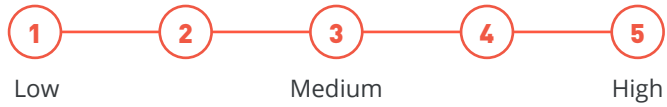


Google Team Assessment — *Team Rating*

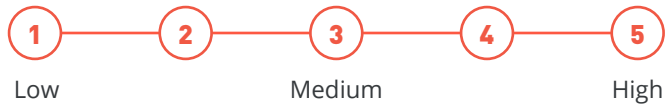
Dependability



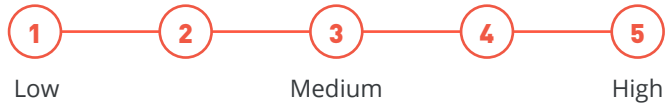
Structure and Clarity



Meaning



Impact



Psychological Safety

