



Google Team Development Process

The goal of this process is to create a leader-initiated activity focused on enhancing team effectiveness. It is important to note that the actions to be taken belong to the group, this is not the responsibility of the team leader. The team leader is only responsible for keeping energy and focus on the conversation month to month.

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 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 each of their ratings and explain why.
 - a. If in the report out the team demonstrates significant psychological safety, you might open a deeper conversation. It would be important to discuss functional ways of giving and receiving feedback.
 - b. If not, this could be an excellent topic for a 1:1 developmental conversation with each person around their individual scores.
5. Ask the team to create a team composite 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 rating 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 – TEAM RATING

DEPENDABILITY 1.....2.....3.....4..... 5
Low Med High

STRUCTURE AND CLARITY 1.....2.....3.....4..... 5
Low Med High

MEANING 1.....2.....3.....4..... 5
Low Med High

IMPACT 1.....2.....3.....4..... 5
Low Med High

PSYCHOLOGICAL SAFETY 1.....2.....3.....4..... 5
Low Med High