



# Team Intervention

Team 8: A-TEAM  
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# Welcome Managers!

In this training intervention, you will be going through 5 modules enabling you to better communicate with your business associates. The intervention will take approximately 3 weeks to complete.

Objective:

- To establish and build a working relationship among members in order to achieve synergy.
- To have a better understanding of personality traits and how they may influence personal and work related situations.
- To enhance communication in the workplace by incorporating virtual tools.

Good Luck!

[Getting started →](#)

# Intervention Time Schedule

- Module 1- F2F Session: This will last two days. Allow one hour for Meet & Greet and Exercise 1. Exercise 2 should last approximately twenty minutes. Allow thirty minutes for Exercise 3.
- Module 2- One hour for Google + registration and set up. Please ensure to post questions and responses to other team members within three days of module start date.
- Module 3- Allow ten minutes to take True Colors test. Post color onto Google + stream within 24 hours. Make sure to review all team members color results.

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# Intervention Time Schedule

- Module 4- Allow twenty minutes to take Communications Skill Test. Post results onto Google + stream within 24 hours. Make sure to review all team members results.
- Module 5- Allow 24 hours for the signing up process. The action plan procedure should last two weeks.

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# Required Materials

- Computer with internet access.
- Webcam with microphone.
- A positive attitude & an open mind!

# Module 1– Live F2F Meeting

- Phoenix, Arizona (Arizona Grand Resort).
- Meeting at location, pick up agenda.
- Complimentary breakfast will be provided for members between the hours of 8 and 9 a.m.

# Exercise 1 for F2F

- Meet & Greet with members
- Consultant will provide members with exercise instructions
- Perform Exercise
- Discussion of effective communication and perception

What is the purpose of this exercise? →

# Communicating Effectively

To communicate within a team effectively there must be a listening aspect among members.

It is impossible not to communicate!

Understand the different dimensions of face to face and computer mediated communication.

More communication is not always better. Important to be clear and state what you mean.

Team members should be aware of nonverbal messages, remember meanings are in people not words!

## Exercise 2 of F2F

This exercise involves close physical proximity and helps a team learn how to work together. It will also focus on team understanding of communication, leadership and problem solving.

**Directions:** Standing in a circle, team members reach across and shake hands - use a hand connecting to a different person. The team will then unravel the "human knot" by untangling their bodies without letting go of each other's hands.

## Exercise 3 of F2F

The consultant will provide the team with a business scenario. Each member will take a turn playing the role of:

1. Manager (1)
2. Employee (2)
3. Observer (1)
4. Designated note taker (1)

# Leisure

- Members are encouraged to participate in extracurricular activities provided by the resort.
  1. Oasis Water Park
  2. Spa
  3. Golf
  4. Fitness & Recreation
  5. Dining

## Module 2 – Google+

- Go to <http://www.plus.google.com>
- Under the “Sign In” button, select “Create an Account” link to create a Google account if you do not already have one.
- Fill in all appropriate information.
- Click “I accept. Create my account.”
- You will receive a confirmation e-mail.
- Go to your e-mail and follow the link from Google+ to activate your account. This will take you to Google+.

[Learn more →](#)

# Google+ Tutorial

- Please watch the following instructional video on how to navigate through Google+.
  - [How to get started with Google+](#)
- Explore through Google+ to personalize your account (add photo, education, employment, etc.)
- Create a circle to establish communication with your teammates.
  - Name this “Team Synergy.”

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<input type="checkbox"/> Acquaintances	0
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On to your first Icebreaker →

# Icebreaker

- This exercise is meant to get your team members comfortable with each other in terms of communication. Each member will be assigned a question that they must ask the other members on Google+. Members must respond to the questions with their own answer.

## Module 3 – True Color Test

- Visit <http://www.truecolorstest.com>
- Click the “CLICK HERE” button to start the process.
- Enter your name and e-mail address as required (no spam!) and click “Take the test.”
- Follow directions to take the test.
- Post your results on Google+ to share with your team members.

# Which color are you?

- Select a color to learn more about it.
  - Orange
  - Blue
  - Green
  - Gold
- Done learning? Continue with your training.

# Orange Personality

- These are sensory perceptive people and above all, they must be free to act. Words and phrases that best characterize them are:

Test the limits, Free spirit, Great in a crisis, Needs variations, Loves tools, Endurance, Boldness, Exciting, Light-hearted, Full of fun, Performer and entertainer, Waiting is psychological death, Today is today, Only temporarily defeated, Spontaneous relationships, Clutter is acceptable, Generosity, Sharing.

[More about Orange personality →](#)

# Orange Personality

Things that frustrate oranges:

- Rules and laws
- Same routine
- Deadlines
- Paperwork
- Lack of adventure
- Too much structure

Things oranges do to frustrate others:

- Ignoring rules
- Being undisciplined
- Lack of planning
- Being quick-tempered
- Thinking out loud
- Impulse buying

Don't mistake the spontaneity and change you see in an orange for a lack of job performance. Remember, even if that work style isn't one that you would want, it is something that makes the Oranges unique, and a valuable part of our team.

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# Blue Personality

- These are intuitive feeling people and above all, they must be authentic. Words and phrases that best characterize them are:

Search for seek, Purpose in life is to have a purpose in life, Strive to be in harmony with inner self, Making a difference in the world, Devoted to relationships, Spiritual, Romanticize their experiences, Interested in people watching, Sees possibilities in people, Cultivates potential in others, Sensitive, Emotional, Affectionate, Eternal commitment to love.

[More about Blue personality →](#)

# Blue Personality

Things that frustrate blues:

- Lying
- Violence
- Personal rejection
- Lack of communication
- Lack of close friends
- Sarcasm

Things blues do to frustrate others:

- Lack of planning
- Being passive
- Avoiding conflict
- Suppressing problems
- Being too generous
- Being overly sentimental

Don't think that Blues are too emotional or sensitive and not following what they need to do to be a successful leader. Actually, for a Blue, their connectedness to emotions is what drives them to help others in their groups.

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# Green Personality

- These are intuitive thinking people and above all, they must be competent. Words and phrases that best characterize them are:

Love of intelligence, Stores wisdom, Obsessed to learn, Can never know enough, Need for control, Qualifies language pattern, Sees the big picture, Must understand objects and events, Individualist, Believes things are obvious to all, Speculates on others' motivations, Often too abstract for others, Often oblivious to others' emotions, Thinks through relationships carefully.

[More about Green personality →](#)

# Green Personality

## Things that frustrate greens:

- Routine
- Small-talk
- Plagiarism
- Illogical arguments
- Social functions
- Incompetence

## Things greens do to frustrate others:

- Not being sociable
- Living in the future
- Being wordy
- Blowing up when criticized
- Not going with the flow
- Being too independent

Don't assume that when Greens ask questions or analyze situations they don't understand things. In fact, what it may mean is that the Green wants to see the bigger picture and take in more knowledge to be even better than they already are.

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# Gold Personality

- These are sensory judging people and above all, they must be of service. Words and phrases that best characterize them are:

Useful, No free loaders, Strong work ethic, Parental attitude, Compelled to be bound and obligated, Should be rules, Be prepared, List makers, Responsible, Organized, Detail oriented, Hates wasting time, Right and wrong, Commitments, Questions change, Traditional, Dependable, Punctual, Schedules, Predictable.

[More about Gold personality →](#)

# Gold Personality

Things that frustrate golds:

- Irresponsibility
- Lack of planning
- Lack of discipline
- Laziness
- High risk taking
- Illegal behavior

Things golds do to frustrate others:

- Control freak
- Being bossy and controlling
- Working long hours
- Being obsessive
- Being judgmental
- Planning for everything

Don't think that Golds run on auto-pilot during group sessions. Having a plan and specific way of performing is the way Golds thrive in their position, so while it may seem strange to you, to them, it is the perfect way to operate.

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# Module 4 – Communication Skills Quiz

- Visit [http://www.mindtools.com/pages/article/newCS\\_99.htm](http://www.mindtools.com/pages/article/newCS_99.htm)
- Scroll down to take the Communication Quiz, selecting the most appropriate answers for you.
- When finished, select “Calculate my score.” It will be provided to the right of this button.
- Interpret your score and post to your Google+ account.

# Module 5

WebEx is video and audio conferencing.

- The purpose of this module is to come up with an action plan.
  - Week 1- Utilize tools in WebEx to schedule video & audio conferencing to discuss what changes need to be made.
  - Week 2- Develop individual MBO and share document in WebEx with other members of management in order to create an action plan.
    1. Go to [WebEx.com](https://www.webex.com)
    2. Click on “try it free”
    3. Complete form
    4. Click continue

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# Congratulations!

You have successfully completed our Intervention Training Program! We hope that you have taken information from this program that will be beneficial and applicable to your working environment.

We encourage you to utilize the tools provided to you in the intervention to facilitate the virtual communication process, assist in building relationships and have a better understanding of how personalities influence in the work place.