**Exercise 1**

Individual or Pairs Exercise / Length of Exercise:

Reflect on the most effective team you have worked in and the least effective team.

What are the key characteristics of effective teams?

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**Exercise 2**

Individual Exercise / Length of Exercise:

Rate your team from 1 to 5 using the dimensions of high performing teams

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| **Dimensions** | **Rating** |
| Clear team identity |  |
| Clear, agreed team goals |  |
| Team member role clarity and supportive relationships |  |
| Inclusion in decision making |  |
| Effective team communication and decision-making |  |
| Constructive debate, valuing diversity and improvement |  |
| Effective inter-team working |  |

Identify one thing you could do to help meet one of the dimensions

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**Exercise 3**

Individual Exercise / Length of Exercise:

Rate your team from 1 to 5 based on the statements below

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| **Dimensions** | **Rating** |
| Your team focused on effectiveness by clarifying the vision and direction of their work, aligning their efforts around that vision and developing high levels of trust and motivation? |  |
| Your team is inclusive, valuing all team members equally in relation to knowledge, skills and experience; professional background; ethnicity, sexuality, gender identity, age; opinions and perspectives |  |
| Your team model is shared team leadership and everyone having authority and influence |  |
| Your team is focused on collaborating and supporting across boundaries with other teams and sectors ensuring a commitment to providing high quality health and social care, not simply their own areas of responsibility |  |

Identify one thing that could be done to improve your teams climate

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**Exercise 4**

Group Exercise / Length of Exercise:

What are the 5 elements that nurture psychological safety?

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| **1.**  **2.**  **3.**  **4.**  **5.** |

**Exercise 5**

Individual Exercise / Length of Exercise:

How will you embed one or more of the Compassionate Leadership Principles within your team?

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