

# The Mosaics of Teamwork

## Overview

Personal awareness is an important *first* step in becoming a successful team member. As organization developers, we focus on the *next* step, which is group awareness, or understanding how personal preferences impact overall team productivity and effectiveness.

One way we have fun with initial "getting to know you" activities is to allow people to see themselves in a new light that sheds understanding on their interpersonal dynamics. Our RGB inventory uses non-judgmental labels (red, green, and blue) to categorize three ways people think about the world. Our dominant categories influence our interpersonal dealings, decision-making styles, adaptability to change, situational responses, and activity preferences.

This teambuilding session is designed to provide insight and new labels for behaviors, and to build understanding about collaborative and competitive relationship dynamics.

## Agenda

**Introductions with a Twist:** We introduce our team, give an overview of the session, and ask participants to introduce themselves using some fun and unique criteria about the way they work.

**Set-up for Learning:** We play a game that is appropriate to the group. It serves as warm-up for learning and leads into the next segment.

**The Red, Green, and Blue of Teams:** We provide a feedback package (color graphic display of RGB profile and interpretation guide) to each individual about their style preferences from the RGB Inventory. We facilitate the displaying of a "team mosaic" for the entire group.

**Experiential Exercises:** We facilitate several 20-minute exercises, dividing the larger group up in several different ways for each activity. After each exercise, we help the group process learnings from the experience.

**Closure:** We wind down with some practical ways to take today's learnings back to the workplace.

**Follow-up:** We provide the sponsor with a follow-up package to be distributed to all participants that documents the session and includes additional materials appropriate to the event.