



TOOL | EXPLORING OUR GIVES, GETS & CONSTRAINTS

To work effectively as a team, it is important that we understand and agree upon what we want to achieve together. The most powerful and authentic shared visions emerge from a full understanding of one another's personal visions.

TOOL DESCRIPTION

Often, newly forming groups jump right into defining their shared task or creating a vision for their team's work. Taking the time for each individual of the team to fully explore – and articulate – their own personal needs and potential benefits is a constructive way enables that the hopes and needs of each individual team member is heard, understood and integrated into the team's vision and action plan and directly challenges a frequently unspoken assumption that our own personal needs are always in competition or conflict with the needs of the group.



TOOL HOW-TO

1. Individually, invite team members to reflect upon the following 4 questions:
 - What do you personally want to achieve through your work with this team over the next several months? Summarize by clearly and succinctly summarizing your personal wants as concretely as possible.
 - What is blocking you from achieving what you want? Identify any real or perceived barriers to achieving what you want from this team's work.
 - What do you need from your team to help you to achieve your own personal goals through this work? Again, summarize as succinctly as possible
 - Now, spend a few moments envisioning how the future will be different as a result of the team's successful work together.
2. Each team member is invited to share the summary of their reflection to the four questions above. Each member is asked to explicitly ask their teammates to help them overcome any barriers that have been identified.
3. Key words from the sharing of individual team member reflections to the four questions are captured and used to draft a team vision statement and set of principles for working together.

Exploring Our “Gives, Gets & Constraints”

My Personal Gives (contributions) <i>What I can personally contribute through my involvement.</i>	My Personal Gets (benefits) <i>What I personally hope to get from my involvement with this initiative.</i>	My Personal Constraints (limits) <i>What are the limitations to my personal involvement</i>
My Organizational Gives (contributions) <i>What my organization can contribute through our involvement with this initiative.</i>	My Organizational Gets (benefits) <i>What my organization needs to get from our involvement.</i>	My Organization’s Constraints (limitations) <i>What are the limitations to my organization’s involvement.</i>
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