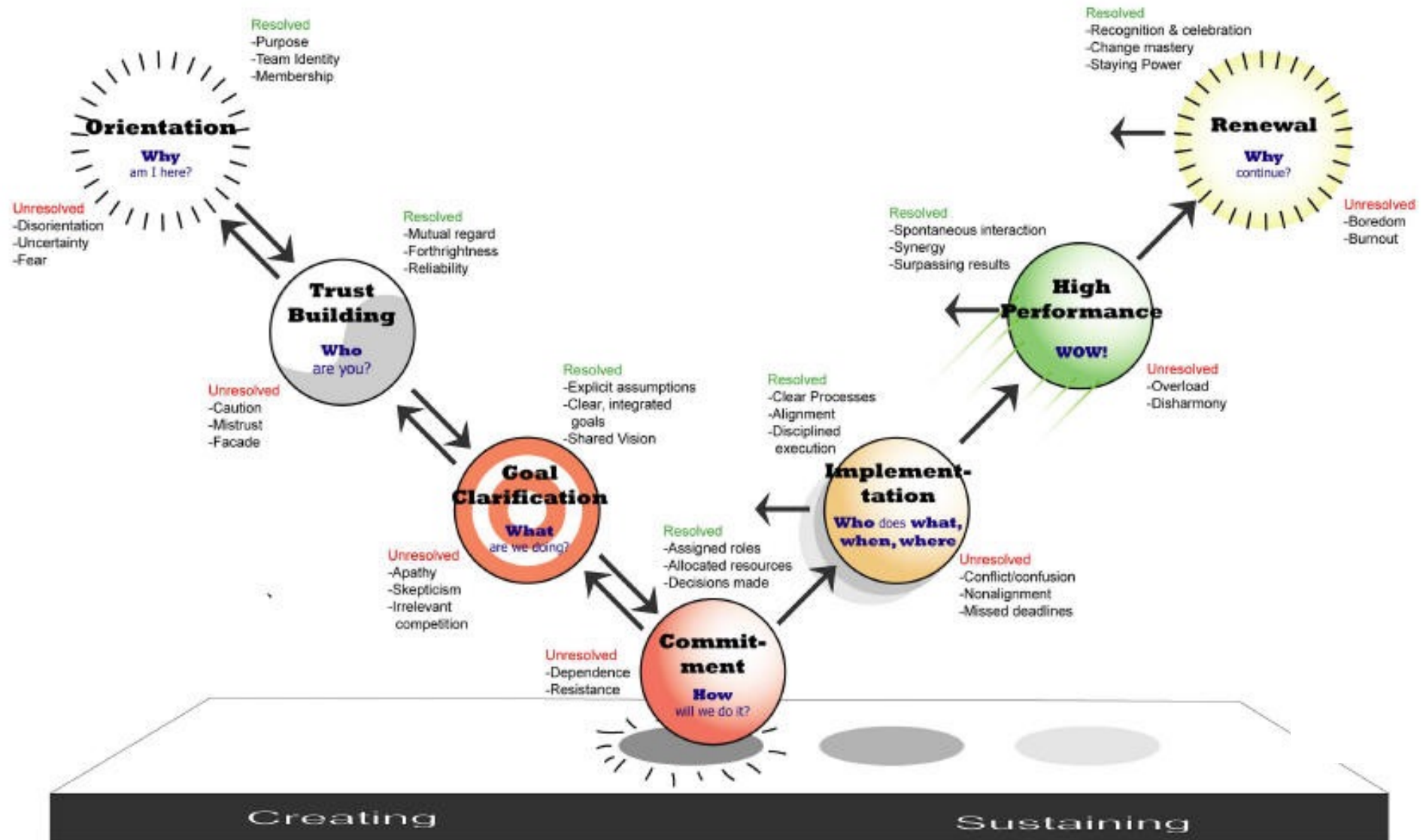


# Drexler / Sibbet Team Performance Model™



For more information on building diverse teams that perform, contact [mckesler@Congruism.com](mailto:mckesler@Congruism.com) | [Congruism.com](http://Congruism.com)

# Stages of Team Development

Stages	Concerns	Interventions	Outcomes
Orientation: Why am I here?	Orientation Acceptance Membership	Share meeting purpose Personal perceptions Clarify objectives – link to participant role	Resolved = acceptance, membership, inclusion Unresolved = fear, disorientation, disconnection
Trust Building Who are you?	Distrust Personal Agenda Expectations Guarded	Share something personal, unique Identify expertise Contract for what is wanted	Resolved = mutual regard, trust begins, spontaneity, shared vision, energy Unresolved = mistrust, caution, façade, guarded speech, lethargy
Goal Clarification What are we doing?	Differing perceptions Questioning empowerment Disagreements	Develop the big picture Chart and cluster tasks Identify don't wants and must haves Identify expert resources for what you need to know	Resolved = call for action, options emerge, tasks are identified and understood Unresolved = confusion, frustration, apathy
Commitment How will we do it?	Approach Appropriateness of skill sets Resource constraints	Talk about how the work gets done Denote dependencies , resources and “show stoppers” Agree on decision making process Develop and document operating norms Establish success criteria	Resolved = decisions get made, work begins, energy and enthusiasm are high, sharing Unresolved = Resistance, perhaps work- but not results, procrastination, isolation
Implementation Who does what, when and where?	Scheduling Sequencing, dependencies Communication Accountability	Identify milestones Create and monitor action / project plan – include communications	Resolved = Clear roles and accountabilities, resource requirements, Processes developed and followed, ownership, Unresolved = Conflict, confusion missed deadlines, blaming
Celebration Wow, we did it!	Waste of time Scope creep Fear of failure Integrity	Conduct project updates Recognize contributions Communicate successes Acknowledge TEAM (rather than individuals) Review congruence to operating norms	Resolved = Synergy, smooth workflow, creativity, appreciation for others, energy Unresolved = Overload, disillusionment, disharmony, exhaustion
Renewal Why continue?	Questioning value Sense of loss	Evaluation conclusion criteria Develop transition plan	Resolved = Recommitment, pride, transferable skills, sustainable results Unresolved = Boredom, burnout, discontent, confusion, lost momentum, deterioration of results