Toolkit Title

Discuss about blocks with my team (Team pressing block)

Purpose of Toolkit

During a team conversation, this toolkit can be used to help the team to collect information on the blocks (e.g. team relational issues and work obstacles). Useful to start resolving the challenges with the team.

Toolkit Methodology and Application

See toolkit appended/ below

Case Study or Example

See toolkit appended/ below

Acknowledgements and Sources

See toolkit appended/ below

Toolkit Category

Organisation Development

Keywords

Organisation Development, Team, Team Pressing Block,

Name and Email of Project Contact Person(s)

Name: Organisation Development Unit

Email: ttsh_organisationdevelopment@ttsh.com.sg

DISCUSS ABOUT BLOCKS
WITH MY TEAM
(TEAM PRESSING BLOCK)

#advanced #team

This is a visual diagram to help members think through pressing blocks that stand in the way for your team's health and performance. The activity also requires the members to consider the root causes of these barriers and blocks.

DISCUSS ABOUT BLOCKS WITH MY TEAM
(TEAM PRESSING BLOCK)

When to use: During a team conversation, used to help the team to collect information on the blocks (e.g. team relational issues and work obstacles). Useful to start resolving the challenges with the team.

How to use:

Step 1: Get members to individually brainstorm barriers and blocks which stops the team from performing or relating better. Write down these blocks and a root cause beneath each of these blocks on a piece of paper.

Step 2: Invite each member to individually pick the top 3 blocks (& root cause) and transfer them to 3 separate post-its as such.
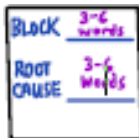
Step 3: Take the post-its and cluster them into columns according to **root cause**. Each member to clarify to the group what is written.

Step 4: Tick up to 3 words in each column which best represents how that column should be named.

Step 5: Decide as a group how to title the column based on the ticks. Chose 3-6 words. Make nouns as specific as possible, and adjectives as rich as possible.

For more information on team decision making, see Team Decision Chart (page 21). For guidance on carrying out actions to address the blocks, see Team Offer and Request (page 18).