

DREAM IT

SAMPLE QUESTIONS FOR FACILITATION

When you think about the best team you've ever been a part of, what word or phrase would you use to describe what made the team special?

If someone observed every interaction we have with each other, what words would we want them to use to describe our team?

If this was going to become the best team you have ever been a part of, what words or phrases would you use to describe the way we relate to each other?

What words or phrases best describe the kind of culture you need to be successful?

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IDENTIFYING BEHAVIORS SAMPLE QUESTIONS FOR FACILITATION

I believe _____ is best demonstrated by

1. _____
2. _____
3. _____

I feel _____ when members of my team

1. _____
2. _____
3. _____

ADDITIONAL NOTES:

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AGREEING ON BEHAVIORS
SAMPLE QUESTIONS FOR FACILITATION

What common themes do you see among the behaviors? Please explain.

Are there any that are repeated, either literally or figuratively?

Of the themes identified, which 2-3 would have the most impact on our team? Why would it be important for our team to be impacted this way?

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EXTERNALLY FACING RULES OF ENGAGEMENT SAMPLE QUESTIONS FOR FACILITATION

What would we like our co-workers to say about us as a department?

What words would we like our co-workers to use to describe their experience working with us?

Why would we want to be described this way?

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INDIVIDUAL CHALLENGES

SAMPLE QUESTIONS FOR FACILITATION

Which one of our Rules of Engagement will be most challenging for you and what makes it difficult? What one thing can you do to overcome this challenge?

Are there certain situations where you would find it more difficult than others to follow one or more of the Rules of Engagement? What are these situations and what can you do to overcome these challenges?

Is there anyone on the team with whom you will find it difficult to follow the Rules of Engagement? What steps can you take to overcome this challenge?

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INDIVIDUAL CHALLENGES; STOP, START, CONTINUE SAMPLE QUESTIONS FOR FACILITATION

Have each person complete the following statements.

To make these Rules of Engagement a reality, I need to STOP

To make these Rules of Engagement a reality, I need to START

To make these Rules of Engagement a reality, I need to CONTINUE

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GROUP CHALLENGES

What are the policies, practices, or processes that need to change in order to create alignment with the Rules of Engagement?

What new policies, practices, or processes should you implement because they demonstrate the Rules of Engagement?

What cultural norms on your team will impede your ability to create the new culture?
What steps are needed to change these norms?

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GROUP CHALLENGES - STOP, START, CONTINUE

SAMPLE QUESTIONS FOR FACILITATION

Have each person complete the following statements

In order to make these Rules of Engagement a reality, we need to **stop**

In order to make these Rules of Engagement a reality, we need to **start**

In order to make these Rules of Engagement a reality, we need to **continue**
