



The Capella Group

# YOUR DREAM TEAM

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## Exercise: Learning from Your Past

By Jenny Capella



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# Exercise: Learning from Your Past

This exercise is meant to help you remember and record the influence your past experiences with groups has had on you. For now, you will simply make note of them. Later if you want, you can take them into account when you are preparing to create your team.

1. When you think about teams in general, what are the first words that come to mind? Don't edit-write whatever comes up.

2. Have you ever put together a team for your core desire before? If so, how did it go? Would you do anything differently in forming and running a team?



## Team Profiles

Here's a chance for you to profile a few teams from your past, including any you may have formed. Please fill out each section for every team you list to the best of your ability. If you cannot think of four teams, pick one or two.

### **Group/Team #1**

Team Name: \_\_\_\_\_ (i.e., Sales Department Team; Parent-Student Group, etc.)

Who formed the team? \_\_\_\_\_

Who was on this team? \_\_\_\_\_

What was your experience? (i.e., if applicable, did you understand the purpose right away; were you clear on the commitments required?)

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What aspects worked well in this group? (i.e., everyone's opinion was respected; people kept their agreements about being on time, etc.)

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What aspects did not work well, or broke down altogether? (i.e., ongoing unresolved conflict; lack of leadership, etc.)

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### **Group/Team #2**

Team Name: \_\_\_\_\_ (i.e., Sales Department Team; Parent-Student Group, etc.)

Who formed the team? \_\_\_\_\_

Who was on this team? \_\_\_\_\_

What was your experience? (i.e., did you understand the purpose right away; were you clear on the commitments required?)

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Group/Team #2 (cont.)

What aspects worked well in this group? (i.e., everyone's opinion was respected; people kept their agreements about being on time, etc.)

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What aspects did not work well, or broke down altogether? (i.e., ongoing unresolved conflict; lack of leadership, etc.)

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**Group/Team #3**

Team Name: \_\_\_\_\_ (i.e., Sales Department Team; Parent-Student Group, etc.)

Who formed the team? \_\_\_\_\_

Who was on this team? \_\_\_\_\_

What was your experience? (i.e., did you understand the purpose right away; were you clear on the commitments required?)

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What aspects worked well in this group? (i.e., everyone's opinion was respected; people kept their agreements about being on time, etc.)

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What aspects did not work well, or broke down altogether? (i.e., ongoing unresolved conflict; lack of leadership, etc.)

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