



WORKSHEET

Team Vision

PURPOSE

This activity provides team members with an opportunity to look at their feelings about their own levels of commitment when preparing to establish their team's vision.

When to Use

Use this tool when it appears your team needs to formulate a vision or needs to revisit the vision for why they exist.

Who Uses

Co-leads of UBTs or UBT consultants.

How to Use

Divide your team into pairs and give each person approximately 10 minutes to ask all four questions of his or her partner. The person asking the questions should practice active listening and should take notes, capturing highlights of their partner's responses. When all the pairs are finished, ask each person to describe his or her partner's responses, focusing on the highlights written in their notes. Record the highlights on wall charts and refer to them when developing the team's vision, values, purpose (or mission), and goals.



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Have you ever been part of a really great team?

Criteria: You felt personally committed; you signed body and soul; the team achieved extraordinary results.

What was different about this team?

Specifically, what felt truly great about being on the “really great” team?

How can we, as a team, create those kinds of feelings here?

Specifically, what could we do (achieve, accomplish, or create together) that would rekindle the same feelings we remember from the “really great” team?

What would we commit ourselves to?

(Outcome of this question: The group as a whole commits itself to one or more initiatives, often including individual commitments for part of the task. Also, a shared set of priorities may emerge.)