

CAREER COACH

Question: I get frustrated with my team. They are not performing the way I want and I feel that I have the same conversations repeatedly.

Answer: Designing a team agreement can alleviate this problem. By doing this up front, you will save a lot of time. Here are some questions to ask when designing your alliance:

- What are our expectations?
- What do we need to succeed?
- What do we need to work better together?
- How do we want to handle conflict?
- How do we want to be when differences arise?
- How do we want to communicate?

Taking time to design your agreement up front will save you future headaches.



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