



# Choose: Creating an Effective Team

## Explore the characteristics of an effective team and create group rituals and norms.

A **group ritual** is something the group does to begin and end the meetings: sharing high/lows from the day; something each person learned; etc. The purpose of a group ritual is to refocus or inspire the group.

A **group norm** is a statement that the group decides together that they will follow: being respectful of one another; keeping information confidential; etc.

- **Choose** one team building activity to help you get to know your team better! Your facilitator may guide this activity, or you may feel free to choose from the options below!
  - Team building activities: [Middle school](#) or [High school](#)
  - [Peace First Digital Activity Center](#)
- **Create** a personal 'Crest' to share with your team members using the **Choose: Personal Crest Worksheet** on the next page. The purpose of this activity is to help your team members get to know you, and for you to understand how you can best support each other.
  - In the top left of the crest, put your 3 **superpowers**: What are you really, really good at?  
**Example:** "My superpower is being able to stay positive, no matter what."
  - In the top right of the crest, put 3 **kryptonite**: What do you have difficulty with? Where do you get stuck and lose your energy? What trips you up?  
**Example:** "My kryptonite is keeping track of details and staying organized."
  - In the bottom left of the crest, put 3 **communities** that are important to you. What groups are you a part of? Think about your family, organizations in the community you belong to, social or extracurricular groups at school. Think about your identity: you might belong to a religious or ethnic community that is important to you.  
**Example:** "I belong to my high school's baseball team, my local YMCA, and my mosque."
  - In the bottom right of the crest, put 3 **perspectives** you bring to the group. Every group member has a unique set of experiences and sees the world in a unique way. What experiences and ideas do you bring?  
**Example:** "I bring the perspective of someone who has been bullied." "I bring the perspective of someone who is new to our community."



- **Share** your crest with other members of your team if you're comfortable doing so. Comment on each other's crests by leaving notes with sticky notes or in pencil. Let your team members know when you share something in common, or if you can support them in an area where they need help.
- **Discuss** with your group what it means to be an effective team and explore characteristics of an effective or ineffective team you have worked with in the past.
- **Reflect** and discuss with your group the group norm setting questions. Work with your group to fill out **Choose: Team Norms Worksheet** on the following pages.

**NOTE:**

*You will revisit this tool at the end of your project to see the progress you have made as a team. You can share your team's norms with other Peacemaking Teams via the Peace First Website.*

\*If you're having trouble, read through the [Characteristics of an Effective Team](#)



## Choose: Personal Crests

Your name: \_\_\_\_\_

Your group name: \_\_\_\_\_

**Use the following template to fill in your 'Personal Crest' -- the information your team members need to know about you in order to support you on this journey.**

### EXAMPLES:

**Superpower:** "My superpower is being able to stay positive, no matter what."

**Kryptonite:** "My kryptonite is keeping track of details and staying organized."

**Communities:** "I belong to my high school's baseball team, my local YMCA, and my mosque."

**Perspectives:** "I bring the perspective of someone who has been bullied." "I bring the perspective of someone who is new to our community."

Superpowers:  
What are you really good at?

Kryptonite:  
What is difficult for you?

Name and  
3 fun facts

3 Communities  
you belong to:

3 Perspectives  
you bring:



## Choose: Team Norms Worksheet

Your name: \_\_\_\_\_

Your group name: \_\_\_\_\_

**Use the following questions as a guide for creating group norms. Feel free to add to them or answer those that your team finds helpful.**

**EXAMPLES:** *We will seek to listen carefully in an effort to better understand one another and to be understood. We will arrive to our Team meetings on time and will focus on minimizing distractions.*

<p><b>Time:</b></p> <p><b>a.</b> How will we ensure our time is used effectively?</p> <p><b>b.</b> How will we minimize distractions?</p>	<hr/> <hr/> <hr/> <hr/>
<p><b>Listening:</b></p> <p><b>c.</b> How we will make sure everyone is listening respectfully?</p> <p><b>d.</b> How will we encourage listening?</p>	<hr/> <hr/> <hr/> <hr/>
<p><b>Decisions:</b></p> <p><b>e.</b> How will we make decisions?</p> <p><b>f.</b> How will we deal with conflicts?</p>	<hr/> <hr/> <hr/> <hr/>
<p><b>Participation:</b></p> <p><b>g.</b> How will we encourage everyone's participation?</p>	<hr/> <hr/> <hr/> <hr/>