

The FAST approach to correcting team dynamics

Diagnose and correct team behavior with the Archetype Learning Solutions FAST tools

Making sense of team dynamics The FAST approach to correcting team dynamics

Towards performing: taking steps to moderate the **people-focused** team

- People centered teams make the goal second to the interpersonal relationships
- Decisions and roles are not clearly defined by members
- Members are hesitant to contribute, support is superficial

- F** • Establish clear team goals to focus/re-focus group efforts
- A** • Break tasks down into smaller components to ensure clearly defined members
- S** • Introduce structured processes to collect ideas and feedback from all members
- T** • Don't forget to timely address these needs!

The Everest Experience Part 4: Camp II

1 Goal-first Clarification
To establish clear, outcome based, measurable goals, that aligns with Ministry strategic objectives

Step 1: Have the group discuss and agree on the overall problem to be solved

Step 2: Establish desired outcome(s)

Don't forget the use of SMART goals: Specific, measurable, attainable, relevant, time-bound
e.g.: Decreasing bed turnaround time by 10%

Step 3: Determine method(s) of measuring the success(s) to ensure the goal is met

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A Task Distinction
For use when a more structured process is needed to break down tasks into smaller components

Step 1: First, list all of the sub-tasks that drive to meeting the overall goal(s)

Step 2: Identify the steps needed to complete the sub-tasks and assign accountabilities and deadlines for completion

Project goal(s): _____

	What	Who	When
Analytical steps			
Implementation steps			

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