STAGES OF ARMY TEAM-BUILDING

ENRICHMENT STAGE
GOAL: TO BUILD COMMITMENT AND COHESION
KEY ACTIONS: DEVELOP TEAM NORMS, ENHANCE TEAMWORK, IMPROVE COHESION

FORMATION STAGE
GOAL: TO BUILD CONFIDENCE AND TRUST
KEY ACTIONS: ASSEMBLE THE TEAM, BUILD TRUST, COMMUNICATE EFFECTIVELY

SUSTAINMENT STAGE
GOAL: TO DEVELOP PRIDE AND OWNERSHIP IN THE TEAM
KEY ACTIONS: DEVELOP ADAPTABILITY, MANAGE CONFLICT, IMPROVE RESILIENCE

TEAM-BUILDING

ENRICH
SUSTAIN
FORM

EFFECTIVE TEAMS (CHARACTERISTICS)
- TRUST EACH OTHER AND PREDICT WHAT EACH WILL DO
- WORK TOGETHER TO ACCOMPLISH THE MISSION
- EXECUTE TASKS THOROUGHLY AND QUICKLY
- MEET AND EXCEED THE STANDARD
- ADAPT TO DEMANDING CHALLENGES
- LEARN FROM EXPERIENCES AND DEVELOP PRIDE IN ACCOMPLISHMENTS

TEAM LEADER ROLES
- ESTABLISHES A POSITIVE CLIMATE
- CREATES A SHARED VISION AND TEAM IDENTITY
- PROVIDES CLEARLY STATED GOALS
- ESTABLISHES ROLES AND RESPONSIBILITIES
- ESTABLISHES AN ENVIRONMENT OF COLLABORATION AND DIALOGUE
- ESTABLISHES AN ENVIRONMENT THAT EMBRACES LEARNING
- KNOWS STRENGTHS AND WEAKNESSES OF TEAM MEMBERS
- BUILDS RELATIONSHIPS
- DEMONSTRATES FLEXIBILITY AND ADAPTABILITY
- COOPERATES WITH OTHER TEAM MEMBERS
- ARE WILLING TO HELP OTHERS
- RESPECTS OTHERS

TEAM MEMBER ROLES

SOURCE: ATP 6-22.6 | 30 OCTOBER 2015
FROM THE NOV / DEC 2018 EDITION OF ARMY SUSTAINMENT MAGAZINE
## WAYS TO ENABLE LEARNING

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## ADDITIONAL DEVELOPMENTAL ACTIVITIES AND OPPORTUNITIES

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Source: FM 6-22 | 30 June 2015

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