

# Our Team Behaviors(c)

A Product and Service of the Academy of Culture Ambassadors

Gerald R. Wagner, PhD.

Two things stand out in the wave of attention about workplace culture. Those two things are self-managed teams and emphasis on human behaviors.

Self-managed teams defy the ages old top down dictator boss structure. The essence of self-managed teams was nicely explained recently by [Derek Mowbray](#).

The once called “[soft skills](#)” of [human behaviors](#) have now become the most important factors influencing employer and employee success. The Academy has a process for team members to identify the behaviors they want for their team and software for the team to see how well the behaviors are being achieved.

The software as of 11/11/18 has not been programmed. The design and specifications are ready for that. We would like to form a small consortium group to assist in paying for the programming in return for benefits ranging from reduced price licenses for company use to shareholder equity in the Academy.

The following briefly explains the two main steps.

Step 1: The process begins with members of a team along with Academy facilitators and a graphic recorder meet together using the [World Cafe](#) meeting process to arrive at the behaviors the team believes are the most important. These are the behaviors that the team believes are key in guiding the success of their team. The result of the meeting also includes a large mural of drawings that captures the essence and flow of the meeting conversation.

The World Cafe process has been used widely and for many years. It is nearly a fail-safe way for a group to brainstorm and solve problems.

Step 2: After having arrived at behaviors, the team members use the software to quarterly provide their input on how well each team member is achieving each of the behaviors. Each team member rates each team member (not themselves) on a 5-point scale for each value. Each team member also indicates the behaviors where each team member excels and where each might improve. Each team member sees combined results for the entire group and for themselves. A person does not see individual results for other persons and no one knows how any team member individually “voted”.

The following figure and the mockup screen shots of the software are more easily seen in the Point slides. Jerry would be delighted to schedule a zoom meeting with you to “face to face” explain everything.

# Our Team Behaviors©

*World Café Process, Business Culture Expertise, Computer Software*

1

Company Team,  
Academy Facilitator, and  
Graphic Recorder



World Café Brainstorming



Graphic Recorder  
Output



Example Behaviors

- Inspires
- Takes Ownership
- Available
- Commits
- Dependable
- Accountable
- Says Thanks
- Suspends Judgements
- Problem Solver
- Mentors
- Straight Forward
- Seeks Help

2

Computer Software To See Achievement of Values

