

## WEEK 7 WORKSHEET

Turning Obstacles into Ownership & Initiative

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### SECTION 1 — TEAM OBSTACLE IDENTIFICATION

Instructions: List obstacles affecting your team.

Obstacle 1:

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Root Cause:

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Obstacle 2:

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Root Cause:

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Obstacle 3:

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Root Cause:

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### SECTION 2 — OWNERSHIP & INITIATIVE MAP

Who demonstrates ownership?

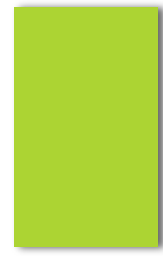
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Who hesitates or avoids responsibility?

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What behaviors encourage initiative?

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What behaviors discourage initiative?

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## SECTION 3 — INITIATIVE IMPROVEMENT PLAN

One obstacle to eliminate this week:

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Action steps:

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Team members involved:

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### Slide Highlights:

- Teams struggle with initiative due to fear, lack of clarity, inconsistent leadership, or stressful environments.
- Obstacles may be procedural, behavioral, cultural, communication-based, resource-based, or trust-related.
- Obstacle identification model: What's blocking performance? Delays? Frustrations? What support is needed?
- Ownership behaviors: taking action, offering solutions, supporting teammates, caring about outcomes.
- Leaders create ownership by empowering, delegating clearly, allowing safe mistakes, praising initiative.

### How to Use This for the Worksheet:

- Identify obstacles using categories from the slides.
- Root causes should reflect deeper issues (lack of clarity, morale, process flaws).
- Use ownership behaviors when describing team initiative patterns.
- Improvement plan should target one obstacle and include action steps that promote initiative and reduce hesitation.