

WEEK 4 WORKSHEET

Understanding & Influencing Team Dynamics

SECTION 1 — TEAM DYNAMICS ASSESSMENT

Instructions: Answer each question about your team.

Who are the informal leaders?

Where is trust strongest? Weakest?

Describe current morale:

Communication patterns:

Conflict sources:

SECTION 2 — TEAM DYNAMICS MAP

Instructions: Identify key influencers and morale trends.

Influencers:

Morale Indicators:

Team Behavior Trends:



SECTION 3 — TEAM IMPROVEMENT PLAN

Instructions: Define one dynamic to improve this week.

Dynamic to Improve:

Desired Outcome:

Actions to Take:

Slide Highlights:

- Team dynamics = relationships, informal leaders, communication patterns, morale, habits, unspoken rules.
- Three layers: Surface (visible), Mid (influencers, cliques), Deep (values, motivations, fears).
- Informal leaders influence morale more than formal rank.
- Morale indicators:
 - High morale → initiative, energy, teamwork, stability
 - Low morale → hesitation, conflict, stress, complaints, unclear priorities
- Leader's shape dynamics through calm expectations, clarity, fairness, and early conflict management.

How to Use This for the Worksheet:

- Identify informal leaders using the slide criteria ("people listen to them," "anchor morale").
- Use morale indicators from the slides to answer trust and morale questions.
- When mapping team dynamics, include influencers, morale indicators, communication patterns, and trust pockets described in the slides.
- For the weekly improvement plan, pick ONE dynamic (trust, communication, morale, clarity, cooperation) and use the slide guidance for actions that improve it.