

## Coaching the Team Process

	Observe	Nudge
<b>COMMUNICATIONS</b>		
Team members talk openly with one another.		
Team members provide feedback to one another.		
<b>COMMON PURPOSE</b>		
Team members have a shared sense of purpose and direction.		
Members help one another maintain focus.		
<b>SHARED LEADERSHIP</b>		
Team members feel equally responsible for the team's functioning and outcomes.		
All team members participate in planning and decision making.		
Members are flexible in their roles.		
<b>RESOURCE UTILIZATION</b>		
The team draws on the resources and talents of all members.		
Members openly share skills and knowledge, and encourage learning from one another.		
<b>SELF EVALUATION</b>		
The team regularly takes time to assess their individual and group performance, determine what is and is not working well and decide what adjustments need to be made.		