



Team Activity

Team Activity

Series 4 Elite Practice Evolution

Session 8 Advanced Team Member Development (Part 4)

Listen Online
dst.media/focus44

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1. Make a copy of this worksheet for each team member to use.
 2. Complete the Team Activity.
 3. Fax or email one “Master Worksheet” containing your team’s collective efforts.
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Send Us Your Master Worksheet

Fax
615-807-3301

Email
Champions@DentalSuccessToday.net

Team Activity

Step 1 Reflect On Your SMART Goals

Before we start this month's Practice Focus Team Activity, let's reflect on last month's.

Review the SMART goals each team member created during last month's Team Activity.

These are the goals you've been tracking as part of your 30-Day Challenge.

As a reminder, SMART goals are:

S → Specific

M → Measurable

A → Attainable

R → Relevant

T → Time-Bound

Go around the room and allow each team member time and space to share how their individual 30-Day Challenge went by asking the following four questions:

1. How well did you do?
2. Did you maintain your focus?
3. What did you learn from the process?
4. What will you do differently going forward?

Once everyone has shared, conclude Step 1 by individually answering this final question:

How can I further improve and positively impact my team and our patients?

Team Activity

Step 2 Craft Your Two Core Lists

There are three specific goals of Steps 2 and 3 of this Team Activity:

1. Find ways to make what's difficult easier for you.
2. Ensure you're focusing on what's truly most important.
3. Learn how to better help your teammates.

Therefore, by the end of this Team Activity, you should:

1. Be set up for newfound personal success with whatever's causing your greatest difficulties.
2. Be fully focused on what matters most going forward into this month and beyond.
3. Know how to be an ally to your teammates as they overcome their own top challenges.

Individually, answer the following questions by going with your gut and writing what immediately comes to mind.

Core List 1

What's the most difficult part of what you do in the practice?

Core List 1

What's the most important part of what you do in the practice?

Note

If this happens to be the same thing you listed as most difficult, that's ok.

Team Activity

Core List 2

What are all the things that get in the way of you doing what you said was the most difficult part of what you do in the practice?

Core List 2

What are all the things that get in the way of you doing what you said was the most important part of what you do in the practice?

Team Activity

Step 3 Discussion, Strategy and Commitment

Reconvene with your team so you can share your responses and create solutions together.

Someone volunteer to start and share the first half of their Core List 1 and Core List 2:

- What's most difficult?
- What gets in your way of doing that thing well?

After sharing those two responses, allow the team a chance to share their perspectives or offer assistance.

Once you've held that brief discussion, whoever shared their writing is welcome to ask specific team members for specific help (hint: be specific) to make their role within the practice easier.

Then, move on to another team member and repeat until everyone has shared their writing.

That's Round 1: sharing "what's difficult."

When you're finished with that, move on to Round 2 and the second half of your core lists: sharing "what's important."

During Rounds 1 and 2, respond to the following questions as they pertain to you and others.

Round 1

What strategies can help make what's difficult easier for me?

Team Activity

Round 1

Who will help make what's difficult easier for me and how will they do it?

Round 1

Who can I help with their greatest difficulty and how will I do it?

Round 2

What strategies can help me achieve what's most important in my role?

Team Activity

Round 2

Who will help me do what's most important in my role and how will they do it?

Round 2

Who can I help with what's most important in their role and how will I do it?

When you're done with Step 3 of this Team Activity, gather everybody's worksheets (with each team member's name written on all their sheets) and use this collection of writing as a Master Worksheet to submit to Dental Success Today.