

Team weeding

In a busy workplace, people often don't mention things that seem small or insignificant. They don't want to make a fuss, or they don't want to 'tell on someone'. They hope whatever or whoever is niggling them will go away. That things will sort themselves out.

They won't. More often than not, things worsen and start to take over.

The following gardening metaphor gives you a simple technique that prevents niggles becoming team problems. To stop the weeds spreading and taking over the garden, you make it important to notice them, and as soon as they start to take root, you pull them out.

This way, you won't upset others because it's part of your team agreement to do this. You all have permission to speak out while things are still small so that you can act on them and prevent things worsening.



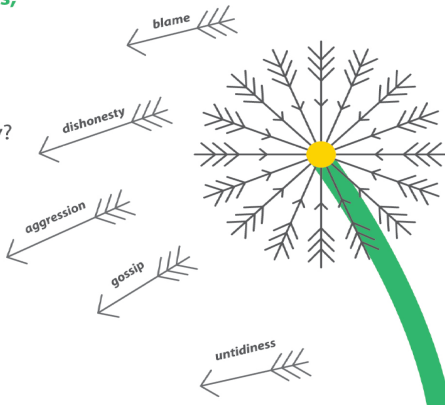
We communicate to minimise tensions and build trust

On a daily, weekly or monthly basis, check in with each other:

What's gone well?
What could have been better?
What could we have done differently?
Any weeds growing?

Here's what we'll do:

1.....
2.....
3.....



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How will you make team weeding part of your approach to open and honest communication together?



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