

# How to Run a Team Dynamics Workshop with Fingerprint for Success



- **Prep time:** 30mins
- **Run Time:** 2 hours
- **No of people:** 4-12

## 1. Prep 30mins

Before setting up a team dynamics workshop, share [this link](#) with your team and ask them to take their F4S assessment.

After confirming the team has completed their assessment, [set them up in a group](#) and you're ready to play!

## 2. Set the stage

At the beginning of the workshop emphasise:

- **There is no right or wrong**, good nor bad. Low numbers don't mean bad and high numbers don't mean good all results are meaningful in some context
- **50 is the norm** for the working culture you have selected in profile > settings 50-100 is considered high. 100 and above is very high. 0-50 is low and below 0 is very low

**Hot tip:** Set everyone's culture to the same setting in Profile settings. Choose the culture of where the business is based (or if multiple locations, choose the culture location of the head office.)

**Coaching Question:** How does that fit with you?

## 3. Identify

On a piece of paper, whiteboard or google doc, write down:

- **Goals:** Ask each member of the team what are their individual goals of the session, what do they want to get out?
- **Challenges:** Ask each member of the team to share their top challenge for the team.
- **Work well:** Ask each member of the team to share the top way in which the team works well together.

**Hot tip:** just scribe, write down the exact words the team members use. This will come in handy later in the debrief.

**Coaching Question:** At the end, how would you know that this session was a valuable investment of your time?

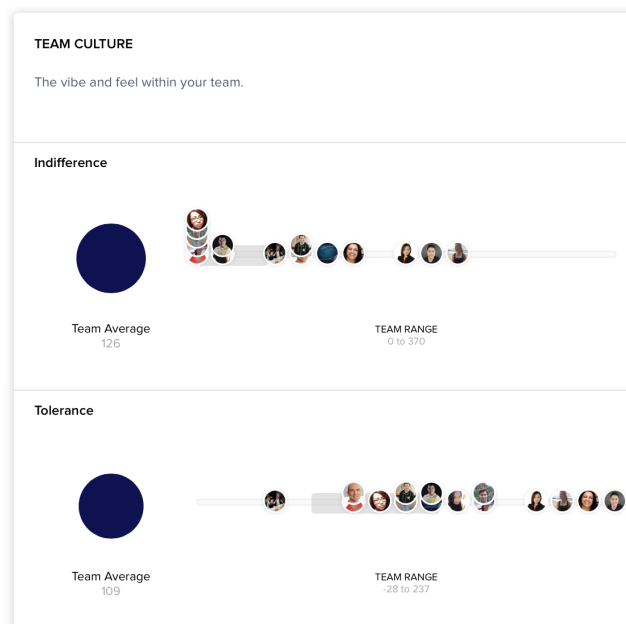
#### 4. Debrief

It's time to dive into the F4S platform!

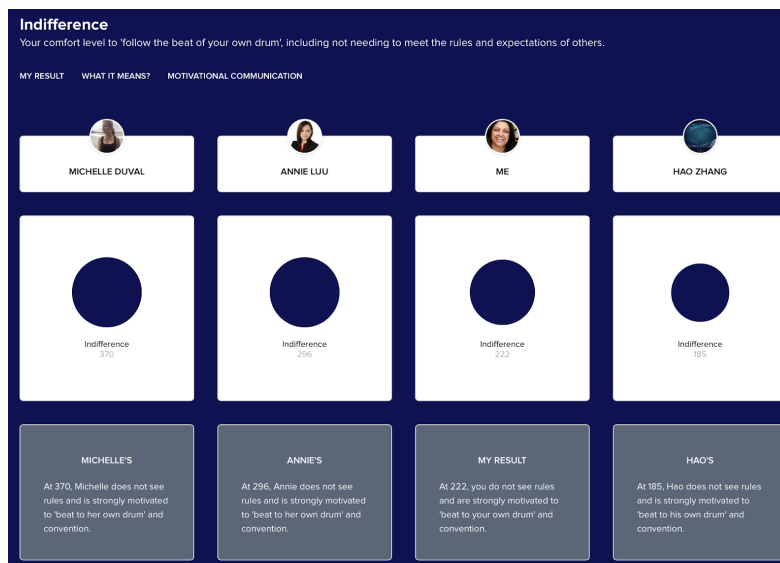
- Click the **group** you have prepared and go to the “Overview”
- Scroll to **Team Culture** and explain it is the “Vibe and feel within your team”
- Share the **first motivation** in team culture, share the team average then click on the bubble to narrate what that motivation means.

**For example,** the F4S Team has an average of 126 on the motivation of indifference. Indifference means your comfort level to 'follow the beat of your own drum', including not needing to meet the rules and expectations of others. Repeat for each of the motivations.

**Coaching Question:** What is important to you about the motivation of Indifference?



Click the “**Indifference**” bubble:



- Scroll to **Team Blindspots** and explain each motivation - only relevant if you are looking to benchmark this team against any of the success factors inside the F4S Platform. E.g Entrepreneurs. Ignore this section if it is not relevant for your team.

**Coaching Question:** How would the motivation for indifference be a problem or limitation?

- Scroll to **Team Affinities**, the attitudes that generate energy, enjoyment and flow amongst team members who share them. Describe the meaning of each motivation.

**Coaching Question:** How could you best utilise the motivation for indifference in your team?

- Scroll to **Team Power of Difference**, otherwise known as complementary strengths, unique team talents and diverse perspectives to be harnessed and areas for potential team friction and share the meaning of each motivation in this section.

**Coaching Question:** How does this motivation for indifference generally play out? How do others usually respond to your motivation for indifference?

**Hot tip:** If you want to earn some sweet kudos as you describe the motivations in each section weave in the challenges and the areas the team do well that the team shared with you at the start.

**Coaching Questions:** What is important to you about the motivation of X?  
How does this motivation generally play out? What do you believe about X?  
How does X get in the way?

## 5. Coaching Questions to Facilitate Actions

- What has the team become aware of?
- What are the potential opportunities for the team now they have this information?
- What can the team do differently next time to get to the outcomes they want?

**Hot Tip:** Zooming out from the motivations and the debrief to ask these questions helps to unify and consolidate the awareness and insights to facilitate transformation.

- **Close:** What is your best takeaway from today's session?
- What did you learn about yourself and others?

**Hot Tip:** Taking the time to acknowledge, appreciate and celebrate the insights and awareness from the session to reinforce learning.

## 6. Follow up

- Follow up with the team after 4 weeks.
  - What has improved?
  - What can be done better?

**Other Resources and Guides to support:**

[Why is cognitive diversity important in the workplace in the future of work?](#)

[How companies can use data to measure and scale wellbeing for leaders and teams](#)

[How to use data to measure and scale your company culture](#)

[How to manage miscommunication and conflict in remote and distributed teams](#)

**End of play!**