

TEAM PURPOSE - EXERCISE

Starting from your personal experience

Step 1: Individual Reflection

Invite your team to take some individual time to reflect on the below questions. Individually note your answers in your leadership journals.

- What are your personal reasons for working in your team/department?
- Which 2-3 objectives do you personally have for your profession/vocation, within the next year?
- Which values underlie your personal objectives and overall mission?
- What is your dream – vision and deep desire – for your career/vocation? (think about the next 5 or 10 years)
- How aligned is this desire with your strategy and daily activities?
- If you could step in the shoes of your organization's founders, what could have been their reasons for creating your department/team? Take the time to write down in a few words the higher purpose that the founders intended for the department that you belong to.
- How far is the founders' original purpose from the one that your team is currently pursuing? From the one you are currently pursuing?

Step 2: Gathering Insights

Once the assigned time for personal reflection is over, go for a 5-minute walk and note down 2-3 key points (patterns you noticed, feelings, a summary of the fruits of your reflection).

Connecting to the experience of others

Sharing in group

Join your small group and share your personal drivers and motivators for being in the team.

- What meaning do we personally find in the work we are doing?
- How well is our current role linked to our personal values, desires and aspirations?
- How can we connect our personal goal and purpose to that of the team and organization?

Collecting Insights

- What similarities and differences in the different answers caught our attention?
- Which answers feel important and inspiring?
- What actions do we feel called to engage in as a team following this discussion?

ADDITIONAL EXERCISES

Following the individual reflection and sharing you may find it useful to engage in a collective exercise to reflect on (or identify) your team's purpose and agree on how to link it with your individual aspiration and values (More on this in the Input document)