

# Job Aid

## Strategies for Building Team Cohesion

*Purpose: Use this job aid as a reminder of the tips and strategies for improving communication, cooperation, and trust when building team cohesion.*

A team has to be cohesive to function as a unit and achieve common goals. There are several strategies you can use to build a cohesive team

Strategies for building a cohesive team	
<b>Strategies to promote communication</b>	<b>Respond positively:</b> <ul style="list-style-type: none"><li>• Assume good intentions</li><li>• Don't retaliate</li><li>• Move forward</li></ul> <b>Demonstrate a sense of partnership:</b> <ul style="list-style-type: none"><li>• Communicate a sense of partnership</li><li>• Express your desire to work as a team</li></ul> <b>Get your people talking:</b> <ul style="list-style-type: none"><li>• Talk to each other</li><li>• Get to know one another</li></ul>
<b>Strategies to promote cooperation</b>	<b>Promote cooperation:</b> <ul style="list-style-type: none"><li>• Put the team's needs first</li><li>• Accept unpleasant tasks with a positive attitude</li></ul> <b>Discourage competition:</b> <ul style="list-style-type: none"><li>• Be proactive in finding ways to help the team</li><li>• Consider the team's success as your own</li><li>• Encourage others to adopt a collaborative approach</li></ul>
<b>Strategies to build trust</b>	<b>Be supportive of your teammates:</b> <ul style="list-style-type: none"><li>• Acknowledge their skills and their contributions</li><li>• Show you trust your teammates by involving them</li><li>• Help teammates learn new skills</li><li>• Give others responsibility and let them make decisions</li></ul>

## Strategies for building a cohesive team

### **Be truthful when communicating:**

- Say what you mean and mean what you say
- Give and receive constructive feedback
- Maintain confidentiality

### **Be accountable:**

- Admit mistakes
- Perceive everyone's mistakes, including your own, as team mistakes
- Take responsibility for your actions
- Share responsibility for the actions of your teammates

### **Be reliable:**

- Act consistently
- Follow through on promises
- "Walk the talk"

**Course:** Strategies for Building a Cohesive Team

**Topic:** Communication: Responding Positively

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