

**Leadership Development Program:**

**Pre-Module 4 Self-Reflection**

In Module 4, we will explore how ensuring talent alignment and creating an inclusive psychologically safe environment is foundational to building and fostering team effectiveness.  We will introduce the Lencioni Model, touching upon how trust, the ability to engage in conflict, make commitments, and hold members accountable must all be in place in order for a team to achieve great results.

**Part 1- Pre-Session**: Think about the various teams you’ve been on in your life.

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| **Describe the best team you’ve been on… the one where you knew everyone would go the extra mile for the sake of its members.** **What other characteristics would you associate with that team? Think about the level of trust, commitment, etc.** | Click or tap here to enter text. |
| **Now describe a negative team you’ve experienced. What did it feel like to be on that team? How did the team dynamic affect its ability to reach its goals? What do you think was getting in the way?** | Click or tap here to enter text. |
| **How do you typically build trust with colleagues?  What do you need from your colleagues to trust them?**  | Click or tap here to enter text. |

**Part II – Post-Session:**

**What is one thing you will do differently or more intentionally as a result of this Module?**

 Click or tap here to enter text.

**What can you do as a leader to foster greater psychological safety on your team?**

Click or tap here to enter text.