

EASE

WELLNESS JOURNAL

PSYCHOLOGY

Understanding teams

HABITS OF
EFFECTIVE TEAMS
How to spot a high-functioning team

EMPLOYEE
ENGAGEMENT
Managing expectations

TEAM SKILLS

Building teams
& performance

TEAMS AND TEAMWORK

The social entity that is
a modern team



INTRO

Welcome to the October edition of the Ease Wellness Journal. This month we continue our focus on the workplace, but this time we dive deep into teams and teamwork. We look at the psychology underlying teams and teamwork, the habits of highly effective teams in the modern workplace, and ways to build teams that are high-functioning and well-performing to enhance business culture and the bottom line.

We also take a close look at employee engagement, which includes concepts around managing employee expectations and responsibilities for optimal wellness individually and collectively in the workplace. As always, we also offer a fabulous and nutritious recipe to try and feature a recovery product worth introducing to your daily bedtime routine.

If you love what you read, we invite you to connect with us, book a session or attend one of our events.

Enjoy reading! Yours in health,
Kate and team

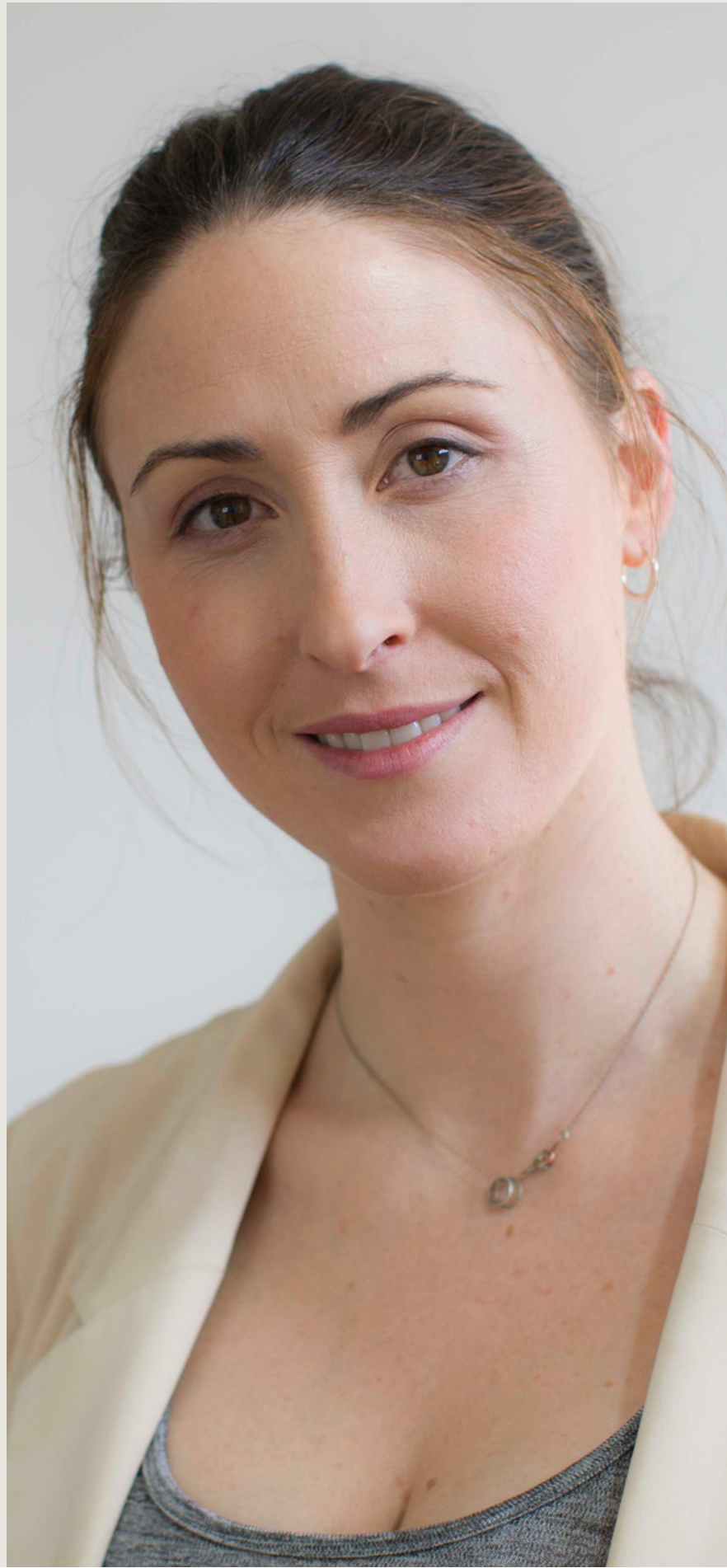




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“UNITY IS STRENGTH... WHEN THERE IS
TEAMWORK AND COLLABORATION,
WONDERFUL THINGS CAN BE ACHIEVED”

~ MATTIE STEPANEK

WORKPLACE TEAMS & TEAMWORK




The 2023 world of business is characterised by teams and heralds a whole new era of teamwork and business productivity by a collective workplace effort.

In the workplace, a group is more than simply a collection of people. Rather, research describes working teams as social entities that interact, are psychologically aware of each other, perceives themselves as a group and share a common goal.

Modern workplaces typically involve teams, from which many benefits can be leveraged. However teamwork often brings its own set of challenges, with common pitfalls including lack of communication, poor trust and personality clashes.

Research in the psychology of teamwork has shown that effective collaboration can lead to improved productivity, creativity, and job satisfaction among team members (Sawyer, 2007; Salas et al., 2018).

When teams experience a sense of belonging and purpose in their work, they are more likely to achieve their goals and be motivated to perform at their best. It can also lead to improved organisational outcomes, such as achieving goals, making better decisions, and providing higher levels of customer service.



“Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilisation work.”

- Vince Lombardi

TEAM PSYCHOLOGY IN THE WORKPLACE

Several psychological and organisational models and frameworks have grown out of the need to understand and explain how teams form, grow, develop, maintain, and change in the workplace.



ALL ABOUT
TEAMS,
TEAMWORK
& GROUP
PSYCHOLOGY

WOODCOCK MODEL



A simple way to view the development of teams can be seen theoretically with Woodcock's model, developed in 1979, which describes four stages (as outlined below).

The undeveloped team: Unclear objectives, established policies, and a lack of shared understanding prevail. Mistakes are used to blame others.

The experimenting team: The team is willing to take risks and includes more active listening and short periods of group introspection.

The consolidating team: The team adopts a systematic approach. Rules and procedures are agreed upon, and improved relationships and methods from the previous stage are maintained.

The mature team: The team achieves high flexibility and appropriate leadership for different situations, and prioritises development for continued success. Trust, openness, honesty, cooperation, confrontation, and reviewing results become the norm.

TEAMS & TEAMWORK



ATTRIBUTES

Research from Davenport in 2009 describes effective team attributes that include:

- Clear understanding of team objectives and goals
- Range of skills and know-how among members
- Variety of personality types and strengths
- High degree of respect and trust, both individually and for each other's contributions
- An effective recognition and reward system

For effective teams, it should be recognised that team building is an ongoing process that helps a work group evolve into a cohesive unit.

PREREQUISITES

Psychological research describes working teams as social entities that interact, are psychologically aware of each, perceives themselves as a group and share a common goal. This research has confirmed that the following elements are the minimum prerequisites for an effective team and well-performing team:

- Role clarity
- Mutual trust
- Strong team leadership
- A compelling reason to be a team
- Sound information exchange protocols

“GREAT THINGS IN BUSINESS ARE NEVER DONE BY ONE PERSON; THEY'RE DONE BY A TEAM OF PEOPLE”

STEVE JOBS





1 Innovation emerges over time

Successful innovation requires its members to combine the right ideas in an appropriate structure, bit by bit. This means managers should encourage team members to take time to brainstorm and share new ideas and establish a structure for combining and building on those ideas over time.



2 Practice of deep listening

Team members often spend too much time planning what they will say and how to respond in meetings and too little time listening to and observing others. This means managers should actively listen and observe, then provide opportunities for team members to practice deep listening skills.



3 Building on collaborators' ideas

Through deep listening, team members take on and evolve each idea further. This means managers should recognise the potential of other team members' ideas and accept the importance of collective ownership to drive forward problem-solving.



4 Meaning becomes clear afterwards

While it's tempting to attribute an idea to one person, its full importance results from being taken up, reinterpreted, and applied by the whole team. "Participants are willing to allow other people to give their action meaning by building on it later" (Sawyer, 2007) This means managers should emphasise the importance of evolving and adapting ideas as a team, rather than attributing them to one individual.



5 Surprise questions emerge

“The most transformative creativity results when a group either thinks of a new way to frame a problem or finds a new problem that no one has noticed before” (Sawyer, 2007, p. 16). This means managers should encourage team members to question assumptions and think outside the box by regularly posing surprising or unconventional questions during meetings and discussions.



6 Messy innovation

Improvised innovation will make more mistakes, but it can be phenomenal when the team gets a hit. This means managers should recognise that innovation can be inefficient and messy but emphasize the potential for breakthroughs.



7 Innovation from the bottom up

Teams start with the detail, improvise innovation, then work up to the big picture. This means managers should foster a bottom-up approach to innovation, starting with small details and building toward the bigger picture.



GET HELP FOR HEALTHY HABITS

If you are looking to grow, develop and fine-tune internal culture to develop healthy habits for effective teams in your workplace, touch base with the team at Ease Wellness today. From bespoke workshops to seminars and special events, we can help boost staff satisfaction, motivation, retention and performance with simple yet effective holistic ways that have profound power to effect change. Head to www.easewellness.com.au or click [here](#).



“The strength of the team is each individual member. The strength of each member is the team.”

~ *Phil Jackson*



TEAM BUILDING SKILLS

Here is a list of ten vital skills for building high-performing and successful teams.

● Clear communication

Encourage team members to speak openly and honestly and actively listen to one another's ideas and perspectives. Provide training and resources to help improve communication skills.

● Trust & accountability

Create an environment where team members feel safe to take risks and be vulnerable with one another. Hold team members accountable for their actions and decisions and provide them with the support and resources they need to succeed.

● Adaptability & flexibility

Encourage team members to be open to new ideas and ways of working. Be willing to pivot and change course when necessary.

● Emotional Intelligence

Provide training and resources to help team members better understand and manage their own emotions and those of others.

Active listening

Encourage team members to fully engage, pay attention to what others are saying, and respond thoughtfully.

Conflict resolution

Teach team members how to navigate and resolve conflicts constructively and effectively.

Goal alignment

Ensure that individual goals align with the team's overall objectives and that everyone works toward a common purpose.

Delegation

Teach team members how to assign tasks and responsibilities to one another effectively to maximize their strengths and capabilities.

Problem solving

Teach team members how to identify problems and develop practical solutions.

Empowerment & autonomy

Give team members the freedom and support they need to take ownership of their work and make decisions. Provide regular feedback and coaching to help them improve their skills.





"Leadership is the art of giving people a platform for spreading ideas that work."

~ Seth Godin

EMPLOYEE EXPECTATION AND ENGAGEMENT

There are 12 main areas that managers can focus on to improve employee engagement, satisfaction, wellbeing and productivity in the workplace. These are now discussed in turn, with enormous potential for business outcomes, staff retention and bottom-line performance.



Expectations

Clear expectations are the most basic employee need. Employees need to grasp the fundamentals of their work. Often, employees are held accountable for work that doesn't match their job description, which can confuse and frustrate them as they try to do their job and make decisions every day. Helping employees understand what is expected from them requires much more than just telling them what to do. Rather, effective managers define and discuss the explicit and implicit expectations for each employee and paint a picture of outstanding performance.

Resources

Having the resources to do work well is one of the strongest indicators of job stress and includes tangible and intangible materials and equipment. In the 2023 workforce, information and empowerment are often as necessary as technology and office supplies. If an adequate level of resources is not provided, employees can get frustrated by goals and expectations that seem unachievable. Effective managers advocate for employee needs when necessary. They also find ways to make the most of their team's ingenuity and talents when they cannot fully fund requests.

Opportunities

A powerful strategy for managers is giving employees opportunities to apply their natural talents, skills and knowledge. When people can do what they do best every day at work, the business they work for is boosted in engagement, retention and employee attraction. The key in providing opportunities for employees is to talk to each employee about their unique value and make adjustments to align work with team members' talents. The best managers know where their employees excel and position them so that they are engaged and provide maximum value to the workplace.

Recognition

Top performers are hard to find, so these individuals should feel valued for their work and contributions, or they could be at risk of leaving. Employees who do not feel adequately recognised are twice as likely to say they'll quit in the next year. Workplace recognition motivates, provides a sense of accomplishment and makes employees feel valued for the work they do. Recognition also sends a message to other employees about what success looks like. Effective leaders create a recognition-rich environment with praise coming from multiple sources at multiple times.



Care & Concern

Employees need to know their manager is concerned about them as a person first and an employee second; this helps create an environment where they feel safe and therefore more likely to experiment with new ideas, share information, explore opportunities for development and support each other in their work and personal lives. They are then more likely to give their leaders the benefit of the doubt, and feel more equipped to strike a balance between their work and personal lives.

To demonstrate care, a manager should get to know employees as individuals, work to help them feel valued, conduct formal reviews, acknowledge achievements, have performance conversations and always respect employees. Here, a Kinesiologist can be extremely useful in helping to clear negative beliefs systems which block the employees' ability to achieve. One of the core belief systems many people hold is, 'I am not valued' (not enough, not loved, not enough time). Helping to clear these thoughts and to instead cultivate care, concern and a real feeling of value in the workplace can be a gamechanger for internal culture and business performance.



Development

Development is somewhat of an assumed employee inclusion that workers have when they are hired, but such development takes effort. Employees need help navigating their career, such as through coaching, protection, exposure, visibility or challenging work assignments. Lack of development and career growth is the primary reason employees leave their jobs. Addressing this metric can be particularly advantageous in reducing workplace absenteeism.



Valuing Opinion

In the face of unprecedented change, no leader or manager can survive alone, nor do they have all the answers. This element of engagement is powerful and measures employees' sense of value and contribution. Asking for and considering individuals' input leads to more informed decision-making and encourages new ideas that positively influence business results. The best managers promote open dialogue, provide honest feedback on employees' opinions and ideas, create feedback loops, and work to make people feel like they are involved in the decision-making process.

Create Meaning

Employees want to feel like the mission or purpose of the company they work for is important; employees cannot energise themselves to do all they could do without knowing how their job fits into the grander scheme of things. This is strictly an emotional need, but employees want their job to have meaning. Leaders must therefore ensure that the organisation's mission and purpose are clear and aligned with the employee experience. Workplaces where employees feel the mission or purpose of their organisation is important, typically see lower absenteeism, and improvements in quality.



Quality

In the 2023 workplace, work is increasingly interconnected, interdependent and project-based. This makes a shared commitment to quality amongst employees imperative; trusting that one's co-workers share a commitment to quality is vital to excellent team performance. The worst performer on the team sets the team's standards. By a 6-to-1 margin, people are more upset with a colleague who has the ability but does not try than with a colleague who tries hard but does not have much ability. Employees need to be in an environment where there is mutual trust and respect for each other's efforts and results. This starts with a deep awareness of work standards and team expectations and is grown by recognising exceptional work.



Connections

Research on engagement reveals a unique social trend among employees on top-performing teams, and that relates to close connections. Data shows that, when employees have a deep sense of affiliation with their team members, they take positive actions that benefit the business. The reality is that company loyalty is built on connections at work. Whilst friendships can not be manufactured or forced, workplace wellbeing will be enhanced by creating situations where people can get to know each other and socialise, including unique experiences and events.

Progress Chats

The best connection between perceptions of evaluations and actual employee performance is simply talking to employees about their progress. From formal evaluations to informal chats by the desk, employees need to understand how they are doing, how their work is perceived and what the future holds. This provides opportunity for managers to provide immediate, constructive and motivating feedback, helping employees feel like they get paid fairly, feel that the company that employs them is a great place to work, and feel less inclined to leave.



Opportunity To Grow



The desire to learn and grow is a basic human need and required to maintain employee momentum and motivation. When people grow, companies grow and are more likely to remain viable. When employees feel like they are growing, they work harder and more efficiently.

Conversely, if an employee has to do the same thing every day without a chance to learn something new, they rarely stay enthusiastic or excited about their jobs. Therefore, a successful manager will challenge employees, create learning opportunities, frequently ask employees what they are learning, encourage employees to learn new skills, talk about short-term and long-term growth goals, and stay open to allowing employees to take on new responsibilities and roles.

The overall message for workplaces and leaders is to ask (don't assume), then invest in the team and the business future by co-designing wellness in the workplace. This is where Ease Wellness can help by creating experiences, listening to the feedback of those participating and adjusting solutions to align with the unique needs of different teams. Ease Wellness offers bespoke wellness experiences and education to meet the unique needs of businesses and staff.



“Even the largest and most complex teams can work together effectively if the right conditions are in place.”

~ *Harvard Business Review*, 2007



RECIPE OF THE MONTH

Nut & Seed Bars



Crunchy & nutritious

You'll never go back to store-bought muesli bars after you've tasted these delicious, crunchy Nutritious Nut and Seed Bars from Fusion Health. They're packed with goodness and taste seriously amazing!

INGREDIENTS

- 3 cups raw nuts, such as almonds, peanuts, macadamia nuts and hazelnuts
- 1 cup raw seeds, such as pumpkin seeds, sunflower seeds, buckwheat groats & sesame seeds
- ½ cup raw honey
- ½ cup maple syrup
- ¼ tsp good quality salt
- 1 tsp pure vanilla extract

METHOD

- Toast all nuts for 8-10 minutes in a 180-degree oven.
- Transfer nuts to a mixing bowl and mix in seeds.
- Combine the honey, maple syrup and salt in a saucepan and bring to a boil for 3 minutes.
- Once it reaches a firm consistency, remove from heat and stir in vanilla. Immediately pour the syrup over the nuts and seeds and quickly mix together.
- Promptly transfer the nut and syrup mixture to a greased baking pan lined with with baking paper. Cover with a second sheet of greased baking paper.
- Press the mixture firmly down, compacting it.
- Let the bars cool at room temperature for about 20 minutes. While they're still slightly warm and pliable, carefully hold the sides of the baking paper and lift them out of the pan, then cut them to your desired size. Makes approximately 20 bars.



FEATURE PRODUCT: SISUU RECOVERY SPRAY

If there is a product that can help wash away tension, promote sound sleeping, boost immunity and support muscle recovery, we can not recommend it highly enough here at Ease Wellness. To this end, we love the SISUU Recovery Spray, a potent recovery blend with 50% magnesium concentration to help you show up for tomorrow's adventures feeling fresh as sea breeze at sunrise.

As lovers of the sun and sea, we love the restorative powers of Pure Magnesium Chloride are sourced from salty seabeds with anti-inflammatory Organic Aloe Vera to soothe both mind and muscles at the end of a big day. This Australian-made product uses high-quality natural ingredients that are shown to be effective in:

- Enhancing REM (Rapid Eye Movement) Sleep
- Treating or Preventing Magnesium Deficiency
- Soothing Inflammation & Muscle Soreness
- Regulating Nerve & Muscle Function
- Maintaining Normal Heart Rhythm

Purchase online [here](#) or from Ease Wellness at your next visit..



MAGNESIUM

KINESIOLOGY WORKSHOP



ABOUT

Ease Wellness is excited to share information of an upcoming workshop that will be hosted by The Nidana Collective. This Sydney workshop is designed to empower you to enhance your health and happiness, including:

- Energy boosting and energy soothing
- How to bio-hack the subconscious mind
- The mind body connection
- How to 'muscle test' yourself
- Simple detoxification techniques
- Emotional intelligence tools

DETAILS

The workshop is open to 'any body' and 'every body' and will be fun-filled, informative and relaxed.

Register to discover techniques you can use daily to enhance how you feel and relate to the world. You'll also learn self care tools that support your wellbeing as you move easily and joyfully towards your goals.

Here are all the details:

- Price - \$97
- Location - Double Bay Library, 1/451 New South Head Road, Double Bay, Sydney, 2028
- Time - From 10.30am until 2.30pm

HOW TO REGISTER

Click [here](https://www.kinesiology.academy/half-day-workshop-sydney) or head to: <https://www.kinesiology.academy/half-day-workshop-sydney>

Alternatively, phone 0408 867 529 for more information



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