

Mindset

Building Awareness, Growing Alignment, and Forming a Healthy Team

A group becomes a team when each member is sure enough of himself and his contribution to praise the skills of others.

– Norman Shidle, author of *The Art of Successful Communication*

If we want more quality of life, we need an environment that is free of hierarchies, power plays, fear, and greed. We also need one that gives us greater personal agency to pursue our purpose and abundance in each of the life domains. Additionally, we need opportunities to form authentic connections to other people.

All this means we need strategies to collaborate harmoniously—ones which we freely choose and commit to of our own accord.

Explore in what way and to what extent you honor these **eight core design principles**:

1. **CDP 1:** Establish a common purpose so that everyone in the group experiences a sense of shared ownership and belonging. This shared purpose should be frequently revisited.
2. **CDP 2:** Ensure that everyone gets their needs met while working toward the shared purpose, in a fair and equitable way.
3. **CDP 3:** Each group member needs to feel confident that they have a voice in the decision-making process.
4. **CDP 4:** Encourage transparency: peers should be allowed and expected to monitor the behaviors which all group members agreed on.
5. **CDP 5:** Each member must commit to increase their helpful behaviors and decrease their unhelpful behaviors. Unhelpful behaviors may be subject to sanction; helpful behaviors should be acknowledged and celebrated.
6. **CDP 6:** Commit as a group to a healthy conflict resolution process and corresponding principles.
7. **CDP 7:** Establish sufficient autonomy to self-govern.
8. **CDP 8:** Collaborate with other groups according to principles 1 through 7.

