

## Develop Team Norms Lesson Plan

**Objectives:** At the end of this exercise, students will be able to:

1. Explain what team norms are and what they do.
2. List several typical team norms.
3. Develop explicit team norms for their team.

### **Background Information:**

Team Skills Module ([http://bama.ua.edu/~jrichard/Team\\_Skills/](http://bama.ua.edu/~jrichard/Team_Skills/))

- Section 6. Meetings
- Section 7. Structure your Meetings
- Section 8. Resolve Conflicts

<b>Minimum Equipment/Supplies</b>	<b>Preferred Equipment/Supplies</b>
<ul style="list-style-type: none"> <li>• blackboard and overhead projector</li> </ul>	<ul style="list-style-type: none"> <li>• Computer projection system</li> </ul>
<ul style="list-style-type: none"> <li>• transparencies</li> </ul>	<ul style="list-style-type: none"> <li>• flip charts</li> </ul>

### **Class Outline:**

- **Assign the class period before this lesson:** read Sections 6 through 8 in [Team Skills Module](#),
- **Before Class.** Post the flip charts from the last class on "strategies for resolving personality conflicts". If transparencies were used in the previous class instead of flip charts, review the student transparencies and write down several interesting strategies on a new transparency. Display the transparency during the work session after the lecture.
- **Lecture (5 min).** Present a short [lecture on developing team norms](#).
- **Class Exercise (20 min).** Tell the students to imagine that they have just been assigned a three-week project for one of their engineering classes. Ask the students to list characteristics of their "dream team". These should be **team** characteristics rather than individual characteristics. For example, "my team starts and ends meetings on time" or "my team makes decisions supported by all".
- **Class Exercise (20 min).** Ask the students to list, for each team characteristic on their list, the individual team member characteristics that support the team characteristic. For example, for the team characteristic "start and end meetings on time", the individual characteristics that support it would include "come to meetings on time", "stay focused on the meeting task(s)", etc.