

3D Team Dynamics Observation Sheet



Listen to the episode of The Agile Skills Library for instructions on how to use this observation sheet.

<https://open.spotify.com/show/0W7Yludl0Fa9rvF89cN1SM>



Developing: Behaviours that move the session objective or connections forward

Offering

Adding information that could help the group reach its goals.

Tally:

Example:

Negotiating

Bringing in missing voices, needs or perspectives.

Tally:

Example:

Empathising

Showing you understand or accept other positions or feelings

Tally:

Example:

Building

Advancing the conversation by adding, connecting or supporting other ideas.

Tally:

Example:

Detailing: Behaviours that deepen understanding and create better outcomes

Negotiating

Looking for alternatives or ways to move different opinions forward.

Tally:

Example:

Clarifying

Asking for, or providing, extra information to build shared understanding.

Tally:

Example:

Debating

Comparing options and critiquing ideas to find the best way forward.

Tally:

Example:

Challenging.

Offering respectful checks to test assumptions, evidence or logic.

Tally:

Example:

Disrupting: Behaviours that undermine or derail the team from its objective

Detaching

Checking out of the conversation or process (physically, emotionally or energy-wise).

Tally:

Example:

Blocking

Getting in the way of others' attempts to contribute.

Tally:

Example:

Excluding

Keeping others' voices and needs out of the discussion (or even the session itself).

Tally:

Example:

Sniping

Undermining, dismissing or misrepresenting others.

Tally:

Example: