
Building Better Work Teams

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The Farm Labor Dashboard

uvm.edu/aglabor/dashboard

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Culture Types	Pro's	Con's	Dominant DiSC Profile?
Clan	<ul style="list-style-type: none"> • A happy team who genuinely enjoys working together. • Improved communication between employees. 	<ul style="list-style-type: none"> • Too much collaboration or unnecessary chatter, which can send productivity into a nosedive. • Inability to make tough decisions because other people's feelings are of such high priority. 	
Adhocracy	<ul style="list-style-type: none"> • An enormous amount of innovation and growth. • Increased psychological safety, which means employees feel secure trying new things. 	<ul style="list-style-type: none"> • A seeming lack of stability because so much is invested in new initiatives. • Sense of intimidation for newbies who don't have the expertise to work quickly and aggressively. 	
Market	<ul style="list-style-type: none"> • Employees are driven and highly motivated to achieve their goals • Improved performance for the company, because everybody is committed to success. 	<ul style="list-style-type: none"> • Encouraging constant competition can lead to a toxic work environment. • Employees can experience stress and even burnout as a result of the constant pressure. 	
Hierarchy	<ul style="list-style-type: none"> • Lot of clarity • Everything is prescribed • Employees experience security and predictability 	<ul style="list-style-type: none"> • Prioritizing procedures over people can feel inflexible and even unsupportive • Too much rigidity can stifle innovation and growth 	

Topics

1. Your strengths and caution areas
2. Workplace Culture
3. **Productive Conflict in the Workplace**

— **Viktor E. Frankl**

Austrian Psychiatrist/Psychotherapist (1905-1997),
Holocaust survivor

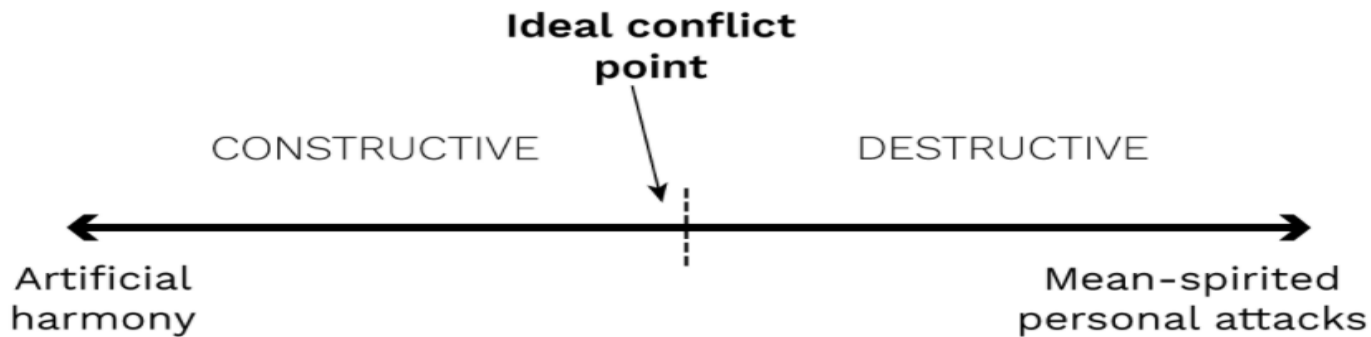
“Between stimulus and response
there is a space. In that space is our
power to choose our response. In our
response lies our growth and our
freedom.”



Productive vs Unproductive Conflict

The Conflict Continuum

from *The Advantage* by Patrick Lencioni



discprofile

The Five Behaviors[®]
A Wiley Brand

discprofile.com

Productive Conflict

1

Healthy confrontation encourages healthy debate.

2

Everyone's ideas are heard and respected.

3

Normalizes team conflict as a natural component of the work environment

4

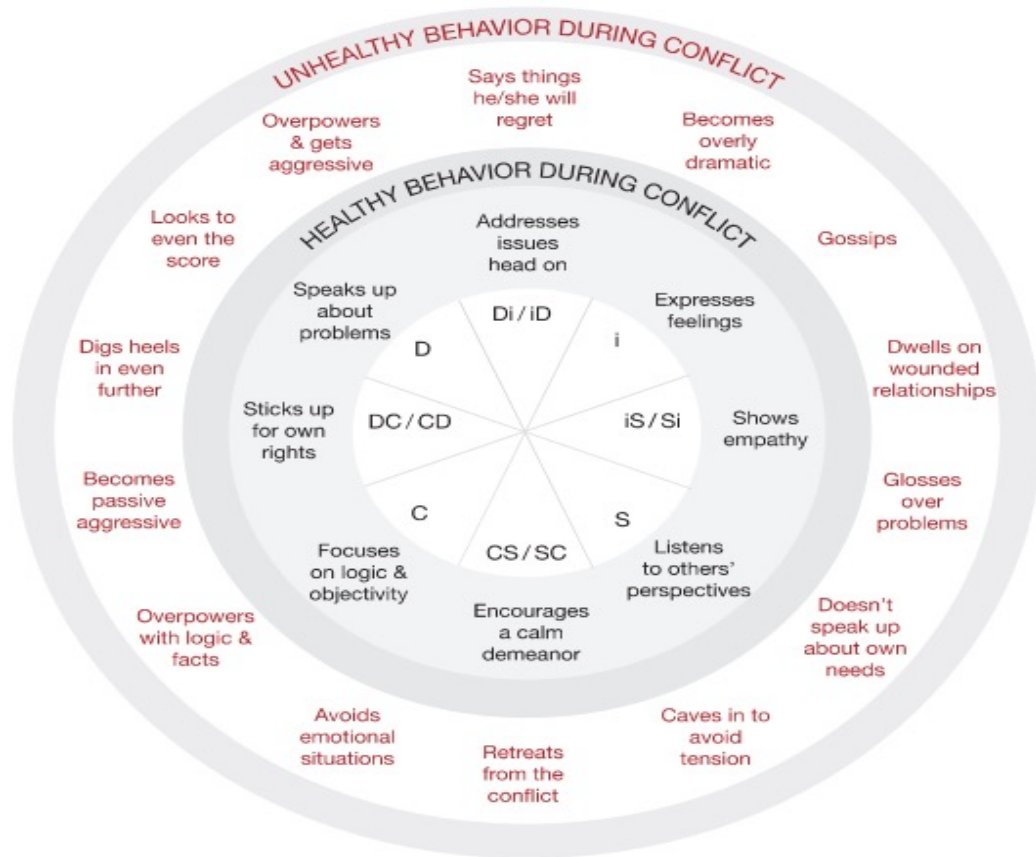
Embracing healthy conflict encourages an exchange of new and different ideas. Productivity increases.

Five Behaviors of Cohesive Teams





THE FIVE BEHAVIORS OF A COHESIVE TEAM™



How do you foster trust on your team?

1

Lead with transparency and curiosity

2

Acknowledge your blind spots and encourage others to do so as well

3

What are the bias's and assumptions that get in our way



Questions?