
Building Better Work Teams

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The Farm Labor Dashboard

uvm.edu/aglabor/dashboard

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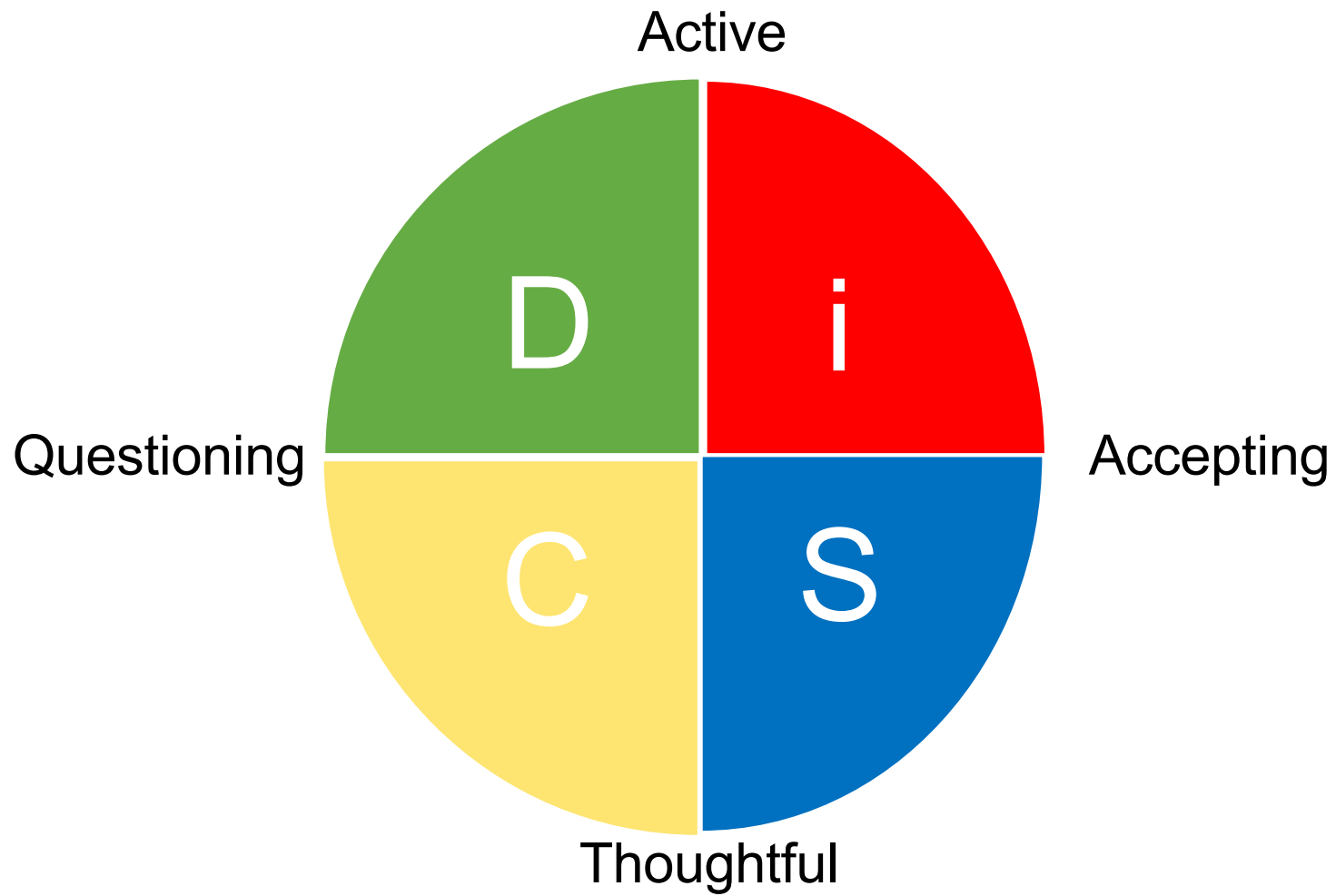
PARTNERS:



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Topics

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



2 behaviors/ tendencies you want to amplify?

What profile types do you find easiest to work with? Difficult?

Building Better Work Teams

This is intended as a guide to help you make sense of some of the concepts we will be discussing this week. Do not fall into the judgement trap – there is no right or wrong here. We are just tapping into our preferences, looking for strengths that we bring and testing some ways that we might improve.

Week 1. Individual Strengths & Weaknesses	
Based on your lived experience what are 3-5 traits that you would most value in a work environment?	1. 2. 3. 4. 5.
Identify 2 behaviors/tendencies you see in your profile that are <u>helpful</u> that you want to <u>amplify</u> in your role (hint: look to the motivators p.6)	
Based on your understanding of the DISC Workplace profile, write the names of 3-5 key employees, family members, other business partners or managers that you frequently interact with. Next to their names – write either an "E" for those that are easy to work with and a "D" for those that are difficult/challenging to work with.	1. 2. 3. 4.
Next to their names, make an educated guess on their DISC style. What about working with them gives you the most pleasure? What causes the most stress/anxiety?	5.
Identify 2 behaviors/tendencies you see in your profile that are <u>not</u> helpful to building successful work teams (hint: look at those stressors p.6)	
Thinking about what you just listed above, what DISC Profile types might be most impacted by these behaviors?	
What would you tell a boss about how best to manage you?	
How would you like your achievements to be recognized? How would you like your mistakes to be corrected?	



Workplace Culture

How “we” do things...

Your Farm Culture

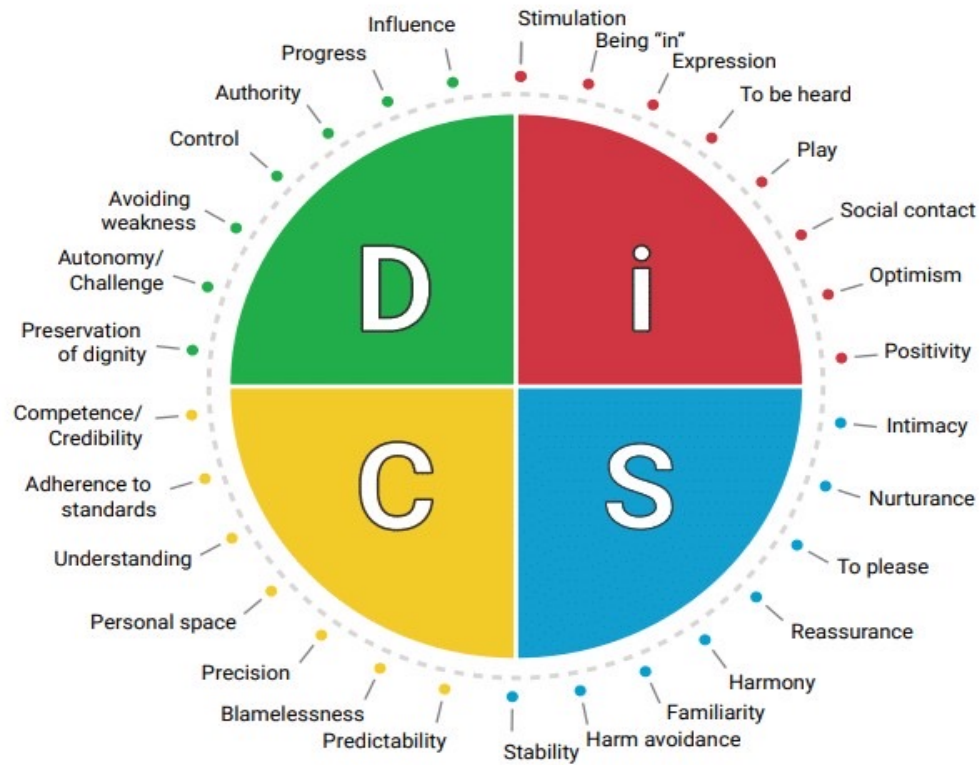
Breakout groups...

- Brief intro
- 1-2 behaviors that you'd like to encourage in your workplace
- What are the systems/tools you need in place to support that
- What systems/practices are getting in the way

Worksheet

What I want to see is...	Systems/tools I need to support this are...	Behaviors/beliefs/ Practices that might get in the way of this are...

Psychological Needs



**D**

- Preservation of dignity
- Autonomy/
Challenge
- Avoiding Weakness
- Control
- Authority
- Progress
- Influence

i

- Stimulation
- Being “in”
- Expression
- To be heard
- Play
- Social contact
- Optimism
- Positivity

S

- Intimacy
- Nurture
- To please
- Reassurance
- Harmony
- Familiarity
- Harm avoidance
- Stability

C

- Predictability
- Blamelessness
- Precision
- Personal space
- Understanding
- Adherence to standards
- Competence/
Credibility

D style needs

Autonomy and independence
Challenging projects
Big-picture tasks
Creative license and experimentation

i style needs

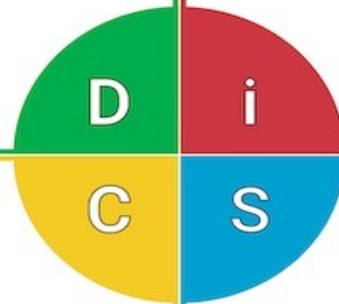
Opportunities to collaborate
Freedom for self-expression
Limited predictability and routine
Encouragement to dream big

Sufficient time to do assigned work
Ability to help define quality standards
Logical reasoning for tasks
Projects that are a challenge

C style needs

Mindful, tactful communication
Advance notice on changes and deadlines
A strong sense of security
Opportunity for collaboration

S style needs



Surprises!

1

This might *not* be as hard as you're thinking...

2

Expect employee pushback

3

There is no “right” culture

4

You likely *do* have some competing systems in place

5

It's OK to mess up

Wrap Up

1

Questions??

2

Homework for next week...worksheet

3

Next week:
Productive Conflict