

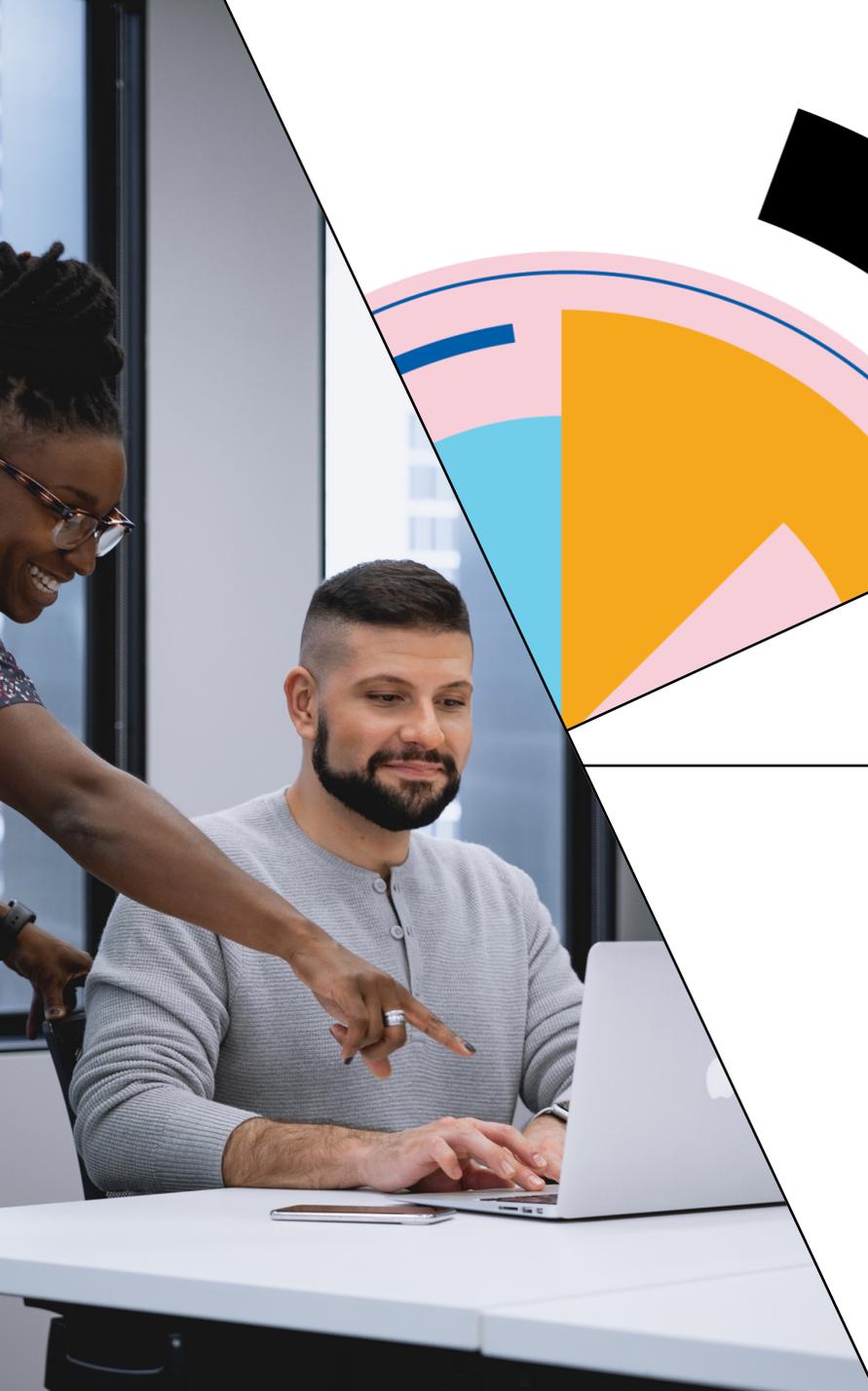
TEAM  
DYNAMICS



We focus on **WORKPLACES.**

We move you from theory to **PRACTICE.**

We take a **MULTI-PRONGED APPROACH.**



# CULTURE HAS THREE IMPORTANT ELEMENTS:

Shared **patterns**

That we use to  
make **meaning**

To determine what is and  
is not **appropriate**



# How Culture Works

**We experience patterns + jump to meaning making and policing**

**There is more below the water line than above**

**Different communities build and retain their patterns for different reasons**



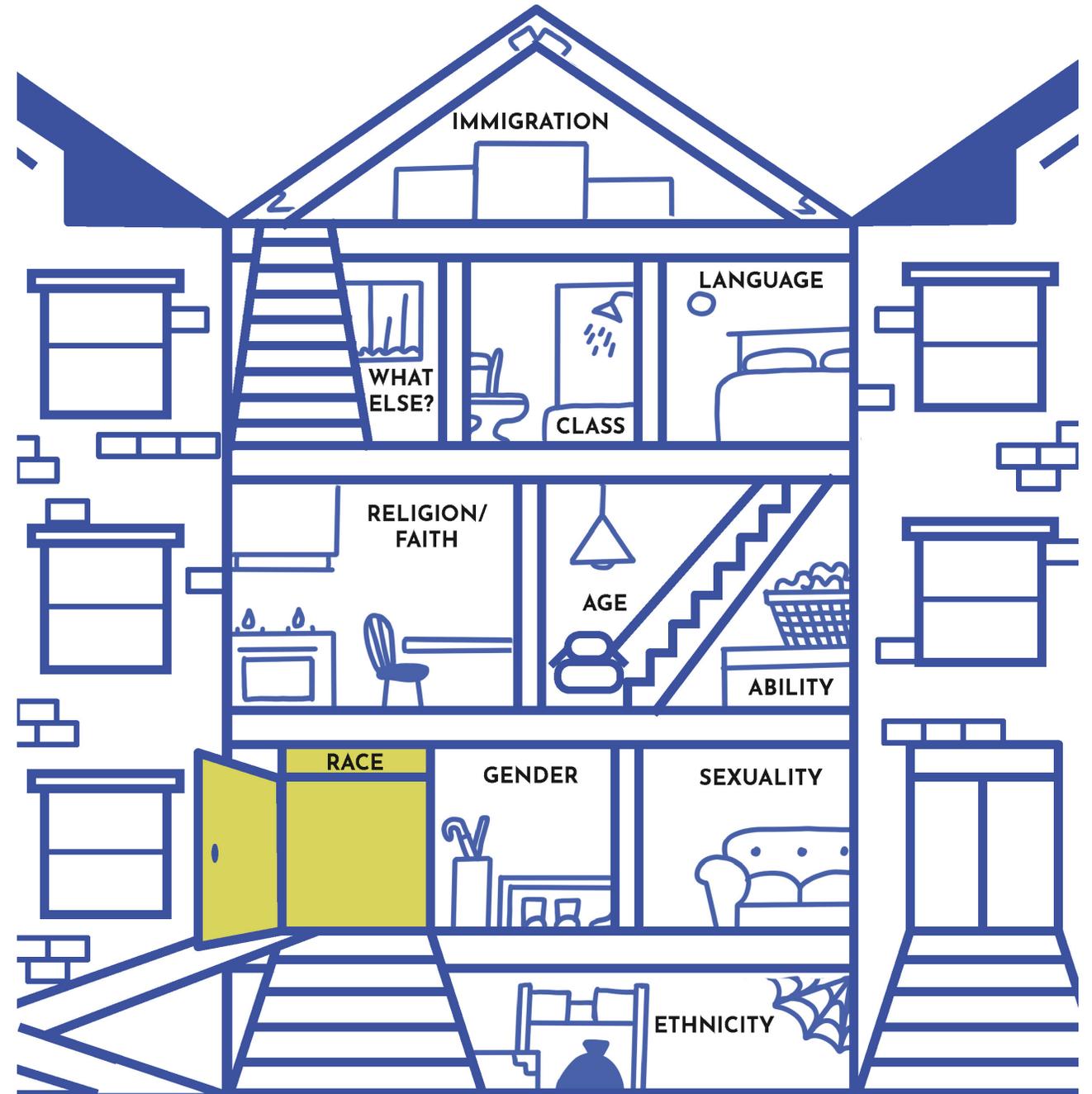


# OUR EMBODIED IDENTITY HOUSE

IDENTITY **ALWAYS** MATTERS

FACETS OF OUR IDENTITY  
EXPERIENCE **PRAISE, PRIDE, PAIN**

IN DIFFERENT SETTINGS, WE FEEL  
**MORE OR LESS AWARE OF**  
CERTAIN PARTS OF IDENTITY OVER  
OTHERS





**D**

**DESCRIBE** / Objective analysis and articulation based on observation

*"What you see/observe"*

**INFORMATION GATHERING STAGE**

**INTERPRET** / Subjective analysis and articulation based on observation

*"What you think you see/observe"*

**INFORMATION PROCESSING STAGE**

**E**

**EVALUATE** / Assignment of value judgment based on Descriptive and Interpretive information

*"What you think and/or feel about what you think you see/observe"*

**DETERMINATION STAGE**



# TYPES OF PERSONAL POWER

- 1 REFERENT** The desire for a feeling of oneness and **acceptance in a valued relationship.**
- 2 EXPERT** The extent of **specialized skills** or knowledge attributed to a person.
- 3 LEGITIMATE** The authority granted to someone stemming from **their position** in a group.
- 4 REWARD** The **ability to reward** – ex. paycheck, promotion, opportunity, etc.
- 5 COERCIVE** The **ability to punish** if expectations have not met – ex. withdraw opportunity

Based on work by French, J.R.P & Raven, B. (1959). "The Bases of Social Power," in D. Cartwright (Ed.) *Studies in Social Power*. Ann Arbor: University of Michigan. pp. 150-16. Adapted by Beth Zemsky MAED, LICSW from materials developed by Equity Institute, Emery, CA.



Q + A





# Gratitude

