With Your Team

Exercise 1a: Evaluate Your Team's Existing FoRs (worksheet)

Below are discussion prompts to help you start reflecting on your team/company behavior. Have each team member answer on their own first and then compare your answers and discuss. You might discover you have different answers. If so, discuss why.

This is not a substitute for a full 7 FoRs assessment

Form of Respect	Circle the statement across the two columns that more accurately depicts your team/company interactions.	
Procedure	Employees penalized for not following the written process.	There is a lack of documentation, established process, and/or evaluation.
Punctuality	People start meetings on time, even if some haven't yet arrived.	Meetings don't start until all of the invited participants have arrived.
Information	Leadership provides open access to information.	Leadership does NOT provide open access to information.
Candor	Coworkers give each other unsolicited constructive feedback directly and regularly.	Coworkers avoid giving each other constructive feedback unless invited to do so.
Consideration	People avoid asking their colleagues to do work that might be perceived as burdensome.	People feel comfortable saying no to their colleagues' requests.
Acknowledgment	Employees are often praised for meeting minimum expectations.	Employees are only praised when they exceed expectations.
Attention	People avoid multitasking or have side conversations in meetings.	People multitask and have side conversations in meetings.
	Any statement you circled in this column (the left column) indicates your team/company might prioritize the corresponding FoR.	*Any statement you circled in this column (the right column) indicates your team/company might NOT prioritize the corresponding FoR.*