



Making an Impact: Influencing Team Unity Among Your Peers



Try These Facilitation Techniques:

- ★ **Solicit Ideas to Encourage Participation** –
Ask: “How do we get everyone to contribute to our discussion?”
- ★ **Hold Space for Responses** –
Ask: “Who else has a comment?” and allow silent time for replies.
- ★ **Break into Small Groups** and have them report back to the large group.
- ★ **Use Round-Robins** to give everyone a chance to speak.
- ★ **Ask for an Acknowledgement** –
Ask: “Who can summarize what was said before we move forward?”
- ★ **Invite an Ally** –
Ask: “Who can support at least part of what you’ve just heard?”
- ★ **Balance Airtime for All Team Members** –
Notice who hasn’t yet contributed and specifically invite their input.



Even with no official authority over others, you have the ability to **influence** your peers in meaningful ways to support the Mission.

Three Ways to Influence Team Unity Among Your Peers:



- ★ **Improve Task Achievement** – Provide structure to define how the team will work and make decisions.
 - Clearly define team problems, tasks and goals.
 - Ask what information needs to be shared and how the team will discuss and debate ideas.
 - When in discussion:
 - Use open-ended questions and offer examples to clarify ideas.
 - Recap main points and offer next steps to move forward.
 - Discuss how the team will make decisions.



- ★ **Support Team Culture** – Build trust and encourage full participation to build team unity and consensus.
 - Model team norms.
 - Leverage your personal style and be willing to accommodate differing styles.
 - Build in time for social exchanges during meetings.
 - Suggest ways to stay connected between meetings.
 - Listen and encourage divergent views and respect differences.
 - Follow through on commitments.



- ★ **Mitigate Damaging Behavior** – Encourage respectful but honest discussion while managing disagreement and/or damaging behaviors.
 - Stay calm to avoid quick reactions.
 - Draw out your peers to share more about their perspectives.
 - Listen without interrupting.
 - Maintain an open mind to avoid assumptions.
 - Call out bad behavior and call for a break when needed.
 - *Use the facilitation techniques in the side bar box.*