

# ACORN TEAM DIMENSIONS MODEL<sup>©</sup>

## PRIMARY PURPOSE

- Defining a clear/unifying team purpose
- Differentiated collaborative objectives
- Clarifying team expectations: tasks, team behaviours, reflective practice

## IMPACT

- Focused on the external environment
- Embracing stakeholders
- Maintain integrity/unity of the team
- Willingness to be flexible, learn and develop (humility)

## TEAM LEADERSHIP

- Maintaining focus on Primary Purpose (discernment)
- Inspirational leadership
- Creating the conditions for team success
- Emphasis's reflection
- Models: positive exchange, active listening, learning, appreciation, respect

REVIEW,  
EXPLORE,  
CHALLENGE,  
SUPPORT  
and DEVELOP

## STRUCTURE

- Shared: terminology, practices, norms
- Clarity of roles and interdependencies
- Meeting structures
- Measurement of performance against objectives
- Decision making process
- Review/reflecting structure

## TEAM MEMBERS

- Collective and committed input/responsibility for the team and its development
- Awareness/acceptance of others values and diversity
- Emotional awareness of self/others
- Conflict management skills
- Demonstrate: appreciation, empathy, respect

