

Team Acupressure Points

Three Pathways to Create Energy, Cohesiveness, and Results

High-functioning teams don't try to improve everything at once. Like acupressure points in the body, there are a few places where focused attention can release greater energy, alignment, and effectiveness across the whole system. This tool invites your team to explore three such leverage points.

Unity of PURPOSE

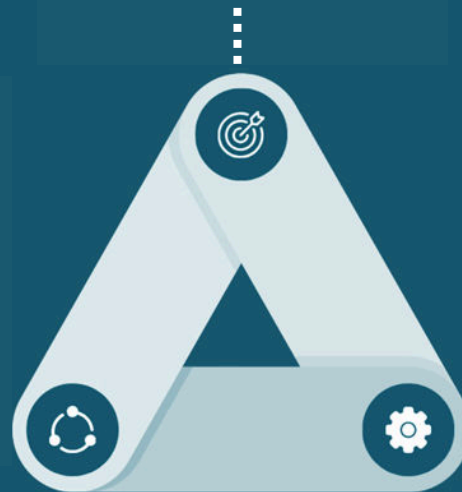
A team is not a team unless its members have a shared understanding of why it exists and a strong commitment to pursuing that end. A clear purpose fosters unity, shared commitment, and accountability. Purpose is like a lens that focuses attention, energy, and practice.

Healthy CONNECTION

Team members need to feel a level of trust enables them to speak honestly, admit mistakes, take risks, and learn together. Trust is built one interaction at a time. So, when the lines of connection between team members are strong, deeper collaboration, and creativity are possible.

Robust PRACTICES

Robust practices are the shared ways a team turns intention into action - how decisions are made, commitments are set, are progress is tracked. Best-in-class practices create clarity, mutual accountability, and the ability to move efficiently without sacrificing inclusion or rigor.



Team Reflection

Unity of Purpose

- Is our purpose clear and motivating everyone?
- Where do priorities feel fragmented or competing?
- What would it look like if we were operating with greater clarity and alignment re: our shared purpose?

Healthy Connection

- Where do we experience trust and openness on this team?
- Where do we feel people tend to hold back?
- What new practices might strengthen connection right now?

Robust Practices

- Which team practices help us operate effectively?
- Where do our ways of working slow us down or create frustration?
- What one practice would most improve how we work together?

BOTTOM LINE: Small shifts in how we work together can unlock big breakthroughs.

Signs each acupressure point is strong

Below are simple, observable team habits— that when team members regularly notice, practice, and pursue create strength on the team. Working together, review that habits and:

- Circle the ones you think your team does well.
- Star the ones you think need attention

UNITY OF PURPOSE - *Clarity and alignment about why our team exists how we define "success."*

1. The team can clearly articulate its purpose.
2. Members share a common understanding of the team's priorities.
3. The team regularly revisits goals, priorities, and success indicators.
4. People understand how their work contributes to the larger purpose.
5. Decisions are guided by shared goals rather than individual agendas.
6. When priorities conflict, the team discusses and resolves them openly.
7. The team celebrates progress toward shared outcomes.
8. Members hold one another accountable to the team's commitments.
9. New initiatives are tested against the team purpose before being adopted.
10. The team periodically steps back to ask: Are we focusing on what matters most?"

HEALTHY CONNECTION - *Trust, candor, respect, and human understanding within our team.*

1. People speak candidly about concerns and disagreements.
2. Team members listen without interrupting, dismissing, or trying to fix.
3. Mistakes are acknowledged without blame or shaming.
4. People express appreciation for one another's contributions and efforts.
5. Difficult conversations happen directly rather than through side channels.
6. Members show genuine curiosity about one another's perspectives
7. People are willing to say "I don't know" and "I need some help."
8. Conflicts are addressed and worked through rather than avoided
9. Team members make time to connect as human beings, not only as roles.
10. Difference in style, background, and opinion are respected.

ROBUST PRACTICES - *Structures and habits that help our team work effectively*

1. The team has clear processes for making decisions.
2. Meetings are valuable, purposeful, and are well run.
3. Team roles and responsibilities are understood.
4. Information is shared transparently and in a timely way.
5. The team tracks commitments and progress on key priorities.
6. Agreements and decisions are documented.
7. Communication channels are clear (e.g., what happens where).
8. When problems arise, the team improves the process rather than blaming.
9. The team periodically reflects on how it is working together.
10. Workloads and expectations are openly discussed and adjusted when needed.



- Looking at these habits, which if adopted and cultivated as a habit on our team would make the most positive difference?
- How will we know we are practicing this habit consistently and effectively?
- What will we do to regularly check-in regarding progress on this new team practice?