## STRONG TEAMS TALK ABOUT ELEPHANTS

Conflict and tension are part of (work) life and can become toxic if ignored. If we address them with care, wisdom can emerge and we can foster safety and trust in our teams. Strong teams are capable of dealing with interpersonal issues in an open and transparent way. Here are some essential steps that can help you have these challenging conversations with each other

## tions with each other. 1. Invitation 5. Healthy Check with the team and invite team culture them to a dialogue How can we foster safety and trust in the team? 4. Resolving 2. Bringing out the tension the elephant Now, how First listen to 3. Dialogue and can we make all the different this work? Sensemaking perspectives Take time and hold space for underlying needs. See what Clarify the tension emerges. What am I observing? What is the effect on the collaboration?