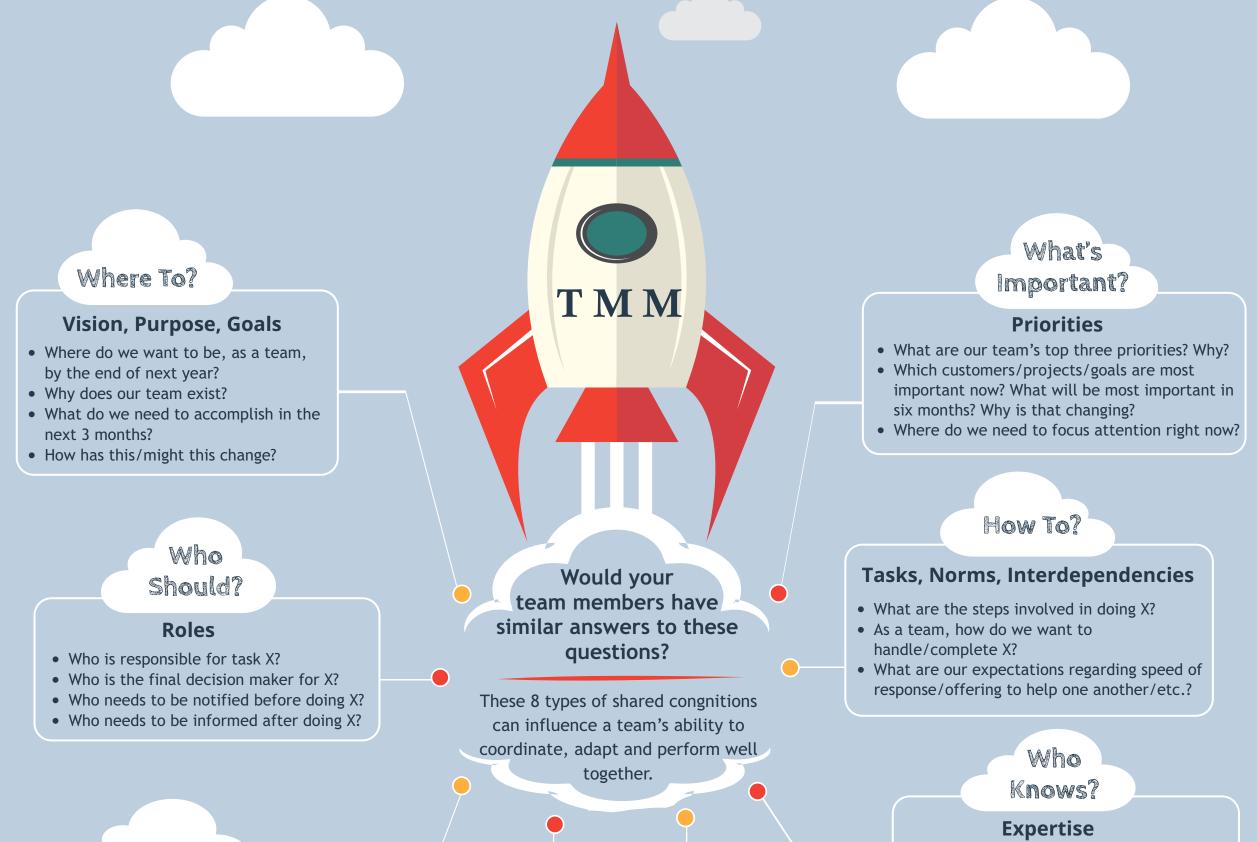
Building a Shared Team Mental Model

Teams that possess a shared team mental model (TMM) outperform other teams. A shared team mental model is when team members have a common, accurate understanding about key aspects of their team, for example about team priorities, roles, and what to do in certain situations. Think of it as "being on the same page."



• Who on our team has deep expertise in X?



Rationale

- Why do we need to do X that way?
- What are we trying to accomplish when we work on X?

2¹⁰base

• Why are we changing the way we do X?

What If?

Contingencies, If-Then

TIP

- What should we do if X happens?
- What are our options if we see Y starting?

In Y?

• Who should we go to for advice about X? Y?

What's Up?

Situation, Cues

- What is going on that might affect our team?
- What should we be paying careful attention to currently? Why?

Building a TMM doesn't mean everyone on the team knows exactly the same thing , but that collectively they share a common "enough" understanding and they know who on the team possesses relevant knowledge and skills.

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