



# Take a Learning Journey for *Wired to Connect*

*Wired to Connect: The Brain Science of Teams and a New Model for Creating Collaboration and Inclusion* by Britt Andreatta, PhD.

## SECTION I. THE POWER OF TEAMS TODAY

Let's use these concepts to assess your own experiences. I recommend taking a few minutes to reflect on your own experiences on teams over the past few years. Consider these questions:

Think about how your team progressed through Tuckman's stages of forming, storming, norming, performing, and adjourning/transforming. Did your group exhibit the hallmark behaviors? How long did you spend in each stage?

Reflect on times you experienced both good and bad norming. What differentiated the two experiences? What do you think set you on one path versus the other?

Identify which of Lencioni's five dysfunctions of a team you have experienced and when.

Review the difference between coordination and collaboration. How might this distinction help you perform better on teams you are currently a part of?

## SECTION II. THE BRAIN SCIENCE OF GROUPS & TEAMS

Reflect on your own experiences, past and current, with the brain science of teams.

Identify times when you think you have experienced neural synchrony with others, both in your professional and personal life. What was the experience like for you?

How might you leverage the mirror neuron system to aid in observational learning and empathy on a team?

Consider times when a team leader did a good job of creating a sense of we on your team. What did they do and say, specifically, that helped build that connection?

## SECTION III. THE BRAIN SCIENCE OF SAFETY & BELONGING

Let's explore the brain science of safety and belonging.

Over your professional life, have you seen or experienced workplace bullying, harassment, or violence? What impact did it have on you and the others involved?

Have you ever experienced a leader framing things as “us versus them” at work? What did they say or do to convey that? How did it impact your experience?

Knowing that media has shaped our perceptions and beliefs, what are some stereotypes you see people believing about others?

Have you been part of diverse teams? How did different perspectives or experiences impact the group? Did you have ways of working through the inevitable but healthy conflict?

#### **SECTION IV. THE BRAIN SCIENCE OF INCLUSION & TRUST**

Consider how the brain science of trust and inclusion impacts you.

We all have experienced exclusion or rejection at some point. Jot down some notes about what happened and how it impacted you.

Identify the people and groups that make you feel included. What do they do and say to make you feel like you belong?

In what ways have you had to cover yourself at work? Which of the four types did you experience?

Reflect on a team experience where you had high trust. How did people express the BRAVING elements?

What is the meaningful purpose that motivates you? How can you bring more of it into your teams and workplace?

**SECTION V. A NEW MODEL – THE FOUR GATES TO PEAK TEAM PERFORMANCE™**

Compare two of your team experiences, one where the team succeeded and one where the team struggled or failed. Let’s explore how they differed in moving through the Four Gates to Peak Team Performance. Make some notes in the table below.

	Successful Teams	Struggle Teams
Gate 1: Safety		
Gate 2: Purpose		
Gate 3: Belonging		
Gate 4: Peak Performing		

Comments:

**SECTION VI. STRATEGIES FOR EXECUTIVES, TEAM LEADERS, & TEAM MEMBERS**

As we conclude, look over your notes from the various learning journeys in this book. You should now have a robust understanding of teams and how to set them up for success. Take a moment to finalize your notes and create an action plan that will unfold over the next few weeks and months.

What are your three biggest takeaways from this book?

What are some actions you can take in the next 30, 60, and 90 days that will help you thrive as a traveler on a change journey?

If you are in the role of designer, trailblazer or guide for others, what are some actions you can take in the next 30, 60, and 90 days that will help make a better experience for your travelers?

Consider how you might share some of what you have learned with colleagues and leaders in your organization.

Final notes or thoughts:

Thank you for taking this learning journey with me!

*Britt Andreatta*

For additional resources and training materials visit  
[www.BrittAndreatta.com/Wired-to-Connect](http://www.BrittAndreatta.com/Wired-to-Connect) or  
[www.BrittAndreattaTraining.com](http://www.BrittAndreattaTraining.com)