

Choosing the Right TEAMCare Kit: A Quick Diagnostic for Leaders

Leaders often notice a challenge and want to address it quickly — conflict, communication breakdowns, or accountability issues.

Before selecting a TEAMCare Kit, consider what might be **driving the challenge beneath the surface**.

This guide can help you identify a helpful starting point.

If you're noticing...	Consider starting with...	Why this helps
Personality clashes, misunderstandings, or team members struggling to appreciate different perspectives	Embracing Similarities & Differences	Builds awareness of work styles, communication preferences, and perspectives to strengthen trust and collaboration.
Low morale, fatigue, or a team feeling overwhelmed by pressure or change	Boosting Resilience	Helps teams develop strategies to manage stress and support one another through demanding periods.
Team members feeling disconnected from purpose or unclear about shared expectations	Working with Mission, Vision, Values	Reconnects the team to the purpose behind their work and reinforces shared commitments.
Emotional reactions, misunderstandings, or communication breakdowns	Emotional Intelligence at Work	Strengthens self-awareness and empathy so team members can communicate more effectively.
Meetings where decisions stall, a few voices dominate, or alignment is difficult	Cohesive Team Decision Making	Improves participation and clarifies how teams make decisions together.
Difficulty influencing across roles, departments, or perspectives	Collaborative Influence	Helps team members work across boundaries and influence outcomes constructively.
Ongoing tension or disagreements within the team	Effectively Managing Through Conflict	Provides strategies to navigate disagreements productively.

Leaders needing support navigating sensitive or difficult conversations	Facilitating Difficult Conversations	Builds confidence and skill in addressing challenging topics directly and respectfully.
A breakdown in trust following conflict, disruption, or significant change	From Disruption to Dialogue: A Compassionate Path to Rebuilding Trust	Supports honest dialogue, accountability, and rebuilding trust within the team.
Inconsistent follow-through or unclear ownership of responsibilities	Accountability: Building a Culture of Ownership	Reinforces clear expectations and shared responsibility.
Team members seeking growth, development, or career direction	Career Development Pathways	Supports meaningful development conversations and long-term growth.

A Helpful Rule of Thumb

If conflict, accountability, or difficult conversations feel especially challenging, consider whether the team may first benefit from strengthening:

- **Trust and understanding**
- **Resilience and morale**
- **Shared purpose**

Starting with these foundational areas often makes later conversations more productive.

Still unsure where to start?

We're happy to talk through your team's needs and help you select the most helpful TEAMCare Kit. Contact: lead@wellstar.org