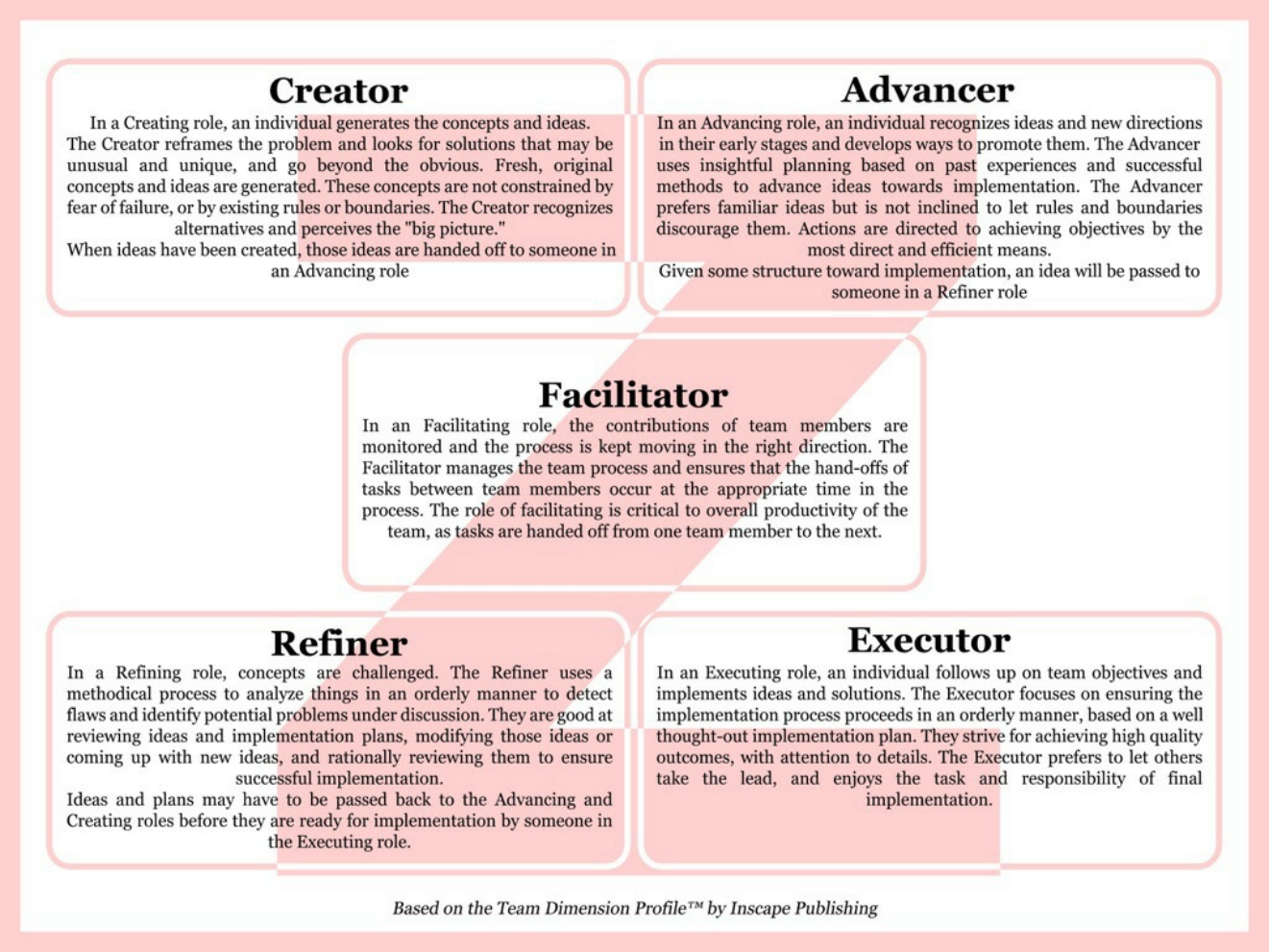
Sixty Second Insight #4: A Team Building Model

by Dave Arch



There's a team model that uses the acrostic C.A.R.E. to give it memorability. You can see it depicted in the poster above using the letter "Z" in its background. Hence its other name (i.e. *The "Z" Model* of team building).

A project moves from the ***Creator*** across the top of the Z to the ***Advancer***. Then it comes down the angle of the Z to the lower left hand corner where a ***Refiner*** type tweaks the project as to its details until the ***Executor*** gets it and launches it out the door.

On a team functioning at peak efficiency, there typically is also a ***Facilitator*** keeping the process running smoothly so the project doesn't get stuck with a Creator who refuses to stop creating or a Refiner who is never satisfied with the extent of his/her refinements.

In my own team building sessions, I've laid out a letter Z on the carpet with masking tape – encouraging team members to take a copy of this poster and stand where on the Z they believe they make their most significant contributions. The other team members can then validate the team member's own placement of himself/herself or move him/her to a different location on the Z. Can you identify the roles played by specific members of your team?