

## Working Effectively in Interdisciplinary Teams Summary

Let's have Linda now do a quick summary of what we've dealt with today regarding unproductive team behavior. Linda?

Some of the things that are really important in dealing with unproductive behaviors on the team, whatever they are, is as much as possible we want to anticipate and prevent those group problems whenever possible. A good way to do that is with our ground rules. They can prevent many problems and bring the team or individuals back on track. Think of each of the hurdles that you have to overcome as a team challenge. It's not about the individual or individuals that are doing it, it's about a team issue that the team wants to deal with. Since it's a team problem, even though the behaviors are coming from those specific individuals.

We want to avoid either overreacting or under reacting to those behaviors. We tend to overreact when behaviors have been allowed to continue over a long period of time. We just finally become fed up and then we overreact and become really -- have a real issue with the behavior and our ability to deal with it is compromised. Under reacting is what we usually do because we're either afraid or unskilled on how to deal with the behaviors. It's important to act quickly. I think Abbie mentioned this at the very beginning, behaviors that go on for a long time become habits, and as we all know, our habits are much harder to break.

the success of your plan, decision and implementation is a direct result of you on I.D.

teams work together. Answers to any questions that we didn't have time to get to, we'll do our best to post on the national training center website. Give us a couple days to go through them. And remember there are nine criteria of effective teamwork and they're a great place to state your name start with any new team. They can even be used by the seasoned team.

We appreciate hearing from you, and everybody, thanks a lot. Want to thank the NTC crew and everybody on the panel today as well as the Soaring Eagles. Please don't forget there's additional team building, planning, project management and NEPA training available from NTC. And that list can be found on page 36 of your guide. Those are -- that are enrolled today will be receiving an e-mail with links to the post course assessment and evaluation within the next 24 hours. Please make sure that you fill these out so that we can continue to improve on future training endeavors.

And if you have any ideas for future planning and NEPA forums, please e-mail or call Cathy Humphrey here at Phoenix. Actually this, forum came from a suggestion after the last forum. So the process does work. As you've seen there are some really great teams throughout BLM. So let's continue to build on our success. Thank you for watching and so long from Phoenix.