



# Workshop: Developing Healthy Group or Team Culture

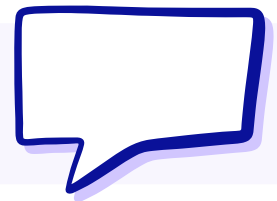
## I SAMPLE LEARNING OBJECTIVES



### LEARNERS WILL BE ABLE TO:

- ▶ Discuss more openly their group's [or team's] attitudes, behavior, and culture that have been challenging or hurtful (including hazing).
- ▶ Identify what aspects of their group's [or team's] culture and behaviors are healthy or not.
- ▶ Determine new strategies and norms to improve the culture of their group [or team] to be more supportive, safe, and inclusive

## II SAMPLE INTRODUCTION



“It can be hard to talk very openly about the groups and friendships we’re a part of: What we like; what we would change; what moments have made us uncomfortable. Today’s discussion is an opportunity for us to build trust, be honest with each other, and be thoughtful about how we can make sure that this group [or team] builds everyone up and stands for our values.”



## III SAMPLE DISCUSSION QUESTIONS



- What values are most important to you in a group [or team]?
- What moments have you felt most welcomed, connected, and supported by this group [or team]? How can we build on these moments?
- Are there any moments in this group [or team] that you have felt unwelcome, disconnected, or unsupported? Was it hard to bring this up?
- What was your experience like joining our group [or team]? What would you keep the same? What would you change?
- Have you ever heard or seen disrespectful language or attitudes about women, LGBTQ+ people, or people of color in this group [or team] that you'd like to share?
- What impact does being a group of men have on this group's [or team's] culture?
- What ideas do you have for how to improve this group's [or team's] culture to align with the values of respect and care? Are there barriers to implementing these ideas?



### IV SAMPLE TALKING POINTS



- Many of us have shared values about what is most important for this group [or team].
- Just like any relationship, in order for our group [or team] to become stronger, it requires openness and practice. Conflict, discomfort, and differing experiences are ok and can help us become more connected.
- While voicing our different experiences is good, it is also important that no matter what, we are all treated with respect and dignity.
- Any discussion about moments or attitudes that felt uncomfortable or disrespectful is not about judging or shaming our past actions. All of us have made mistakes and said things we regret. We're here today to share, be listened to, and learn.
- To prevent any situations where people feel like they can't share something they didn't like, it's important to identify if there are any consequences to speaking up or pressures to "let things slide."
- Especially amongst men, there are pressures to not be too "sensitive" or "emotional." However, valuing our own dignity, the dignity of others, and being vulnerable are signs of strength, not weakness.



## IV SAMPLE TALKING POINTS (CONT.)



- ▶ Calling each other out on language or actions that run counter to our group's values isn't easy. It's made easier, though, if everyone makes a commitment to receiving feedback openly and not getting defensive.
- ▶ Using negative language about LGBTQ+ people is never OK. LGBTQ+ people have been excluded, faced serious mental health challenges, and not "come out" because of a culture that [condones this language](#).
- ▶ Some examples of practical steps we can take together to build a healthy group [or team] culture are:
  - Committing to checking in with others in our group [or team] about how things have been feeling.
  - Committing to be receptive to feedback by listening to understand, not respond.
  - Schedule time every semester to reflect on how well the group [or team] is doing with its culture.
  - Creating a method for members to share anonymous feedback.
  - Group [or team] leadership modeling inclusivity and what it looks like to speak up against harm attitudes or behaviors.
  - Receive training on topics like consent, bystander intervention, and power.



## V SAMPLE ACTIVITIES



### **FOUR CORNERS ACTIVITY: GROUP NORMS**

*Set up four corners in a room labeled Strongly Agree, Agree, Disagree, and Strongly Disagree. Read a series of prompts. Participants move to the corner that corresponds with their response. Discuss why people chose their corner.*

#### **Sample Prompts:**

- Our group [or team] is welcoming and supportive to new members.
- I have heard members say things that contradict our values.
- I would feel confident speaking to our leadership about disrespectful or degrading language or behavior that I observed.

### **STORYTELLING: GROUP EXPERIENCES**

*Give participants time to respond to the prompt: “What was a time in another group where you felt unsupported or disrespected, why, and did you say anything about it?” Invite a few members to share their stories and have listeners respond with appreciations or questions. Afterwards, discuss as a whole group how this group [or team] can work to prevent these types of situations.*



## VI WORKSHOP RESOURCE LIBRARY



- **Curriculum:** Coaching Leadership, Equity and Respect - Futures Without Violence
- **Curriculum:** Sport + Prevention Roadmap - Raliance
- **Workshops:** Athletics Playbook - It's On Us
- **Workshops:** RISE
- **Toolkit:** Making Connections Backpack | Prevention Institute
- **Article:** "I'm Fine": How to Talk to the Men in Your Life About Their Mental Health | Jefferson Center
- **Article:** Key Principles for a Healthy Men's Group - Essentially Men Education Trust
- **Article:** Building Healthy Groups to Prevent Campus Hazing - Association of Fraternity/Sorority Advisors
- **Handout:** 10 Signs of Healthy and Unhealthy Groups - StopHazing
- **Organization, Workshops, Resources:** StopHazing