

UNDERSTANDING MOVES IN TEAMWORK

There are four moves you can make in teamwork.
These moves can be played at different times by different people.

Initiate: → start action, propose new ideas

Follow: → accept the idea or proposal for action and support it actively

Oppose: → question the direction

Observe: → watch what is going on

Role	Positive	Negative
Initiate	Gets action started	Dominates
Follow	Supports movement of action	Mindlessly agrees
Oppose	Thinks critically	Obstructs
Observe	Reflects and gives feedback	Acts passively

OBSERVER FORMAT OF MOVES IN TEAMWORK

Observe the interaction of team members. Each time they participate, put an X in the appropriated column depending on what kind of move they are playing: initiate, follow, oppose or observe and make comments about the process.

Use the column on the right to make comments on what is the main moves each member played and how they affected the team dynamic.

	Team members	Initiate	Follow	Oppose	Observe	Observations
1						
2						
3						
4						
5						
6						