DTA Worksheet #1

**Designed Team Alliance (DTA)**

A Designed Team Alliance (or “DTA”) does at least two things: (1) creates an express agreement of the type of culture and atmosphere a team wants to create, and (2) creates shared responsibility and commitment from individuals for those behaviors needed to achieve that culture or atmosphere.

DTA (for e.g., XYZ Team, Project, Division, Relationship)

1. What is the team’s agenda (purpose)? Place the agenda in the “Parking Lot” (for now).
2. What is the culture, space or atmosphere you want to create in the team (division, department, relationship)?

	1. How would you know that you had that?

* 1. How do you want it to feel? (empowering, supportive, spacious, etc.)
1. How do you want to behave together when things get difficult? (e.g., you could also develop team conflict protocols)
2. What commitment do you (individually) make to help ensure the team creates this culture or atmosphere? Who do you want to be together? (e.g., transparent, honest, kind, etc.) For example:” I will hold my opinions to be sure those that are not heard as frequently get a chance to speak.” Or, “I will listen openly, and will not form opinions while others are speaking”.