

# Run a great team session

A 60-minute agenda that turns a screen of dots into specific, remembered commitments — for a team lead running it for their own team, or a facilitator running it for a client.

## Before the session

- **Everyone takes the assessment first**

It is five minutes. Create a team, share the join link or QR code, and let people complete it beforehand — or leave ten minutes at the top of the meeting for stragglers.

- **Best with 4–10 people**

Bigger groups still work; you will just spend less time on each individual and more on the patterns.

- **Have the map ready to project**

The facilitator screen and presentation mode both give you a full-screen team grid with a join QR code on it. The facilitator screen is on the Team plan and switched on per team; presentation mode is on every plan, including the free one. Open one before people arrive.

## The 60-minute agenda

### 5 min 1. Frame it

Set the ground rules before anything appears on screen. Say plainly: no style is better than another, this describes observable behavior and not character, and nobody is being boxed in. The goal is a shared language for how you already work together, not a verdict on anyone.

“This is about how we come across, not who we are.”

“Everyone uses all four styles — this is just your default under everyday pressure.”

### 10 min 2. Reveal the map

Put the team grid up on the screen. The facilitator screen is built for this — the team's dashboard with every personal lens removed, so nothing of anyone's own results reaches the projector, including yours. It's on the Team plan and switched on per team; if you don't have it, presentation mode is on every plan and gives you the same live grid and join code. Give people a minute to find themselves and glance at who's near them and who's across the grid.

### 10 min 3. Go around

Each person names their style in a sentence and says whether it feels right. Keep it fast — one or two lines each. The person who says “that's not me at all” is often the most useful voice in the room; treat a mismatch as information, not an error.

Does your result match how you'd describe yourself at work?

When are you most likely to flex into a different style?

### 15 min 4. Read the patterns

Now look at the team as a whole. Is everyone clustered in one quadrant? Is a whole style missing? A team of mostly Drivers and Expressives moves fast and skips detail; a team of Amiables and Analyticals is thorough but slow to decide. Name your team's collective tilt and what it tends to cost you.

Which quadrant is crowded, and which is empty?

What does our mix make easy — and what does it make us blind to?

Who tends to get talked over in our meetings, and does the map explain why?

### 15 min 5. Work the frictions

Pick two or three real working pairs — ideally ones with a known friction — and pull up the interaction guide for each direction. Read the “what to do differently” list together. This is where abstract styles become concrete behavior change.

5 min

## 6. One commitment each

Close by having every person name one specific thing they'll do differently with one specific teammate. Write them down where the team can see them later. "I'll send Priya the agenda a day early" beats "I'll communicate better."

## Handling the skeptic

Most rooms have one. Do not argue them into belief — it is the fastest way to lose everyone else. Acknowledge the fair version of their point, then redirect to behavior.

### **"This is just a horoscope for work."**

Agree that personality typing can be. Then point at the grid: the axes are assertiveness and responsiveness, both observable, and the value isn't the label — it's the specific behavior change on the guide. You're not predicting anyone's future; you're naming a pattern everyone in the room has already seen.

### **"My result is wrong."**

Take it seriously and move on. Ask which part feels off and let them place themselves. A self-corrected style is more useful than an argued-about one, and the disagreement itself usually teaches the team something.

### **"Aren't we just stereotyping each other?"**

The opposite is the goal. A stereotype is a fixed box; this is a starting point for adapting. Reinforce that everyone flexes, and that the whole point is to meet people where they are rather than assume they're like you.

## After the session

Keep the commitments visible and revisit them in a few weeks. Re-run the assessment whenever the team changes — a new hire shifts the map, and it is the fastest way to onboard them into how the team actually works. The sixteen interaction guides are free and cover any pairing that comes up between sessions.

The four styles — Analytical, Driver, Expressive and Amiable — come from a four-quadrant behavioral model built on two axes, assertiveness and responsiveness, attributed to David Merrill and Roger Reid. It describes observable behavior, not character.

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Team Dynamic Labs · [teamdynamiclabs.com/resources/teams/run-your-own-session](https://teamdynamiclabs.com/resources/teams/run-your-own-session) — where this agenda lives. Running it in a room? The in-person guide goes further: equipment, lead times and three session lengths.

This instrument describes preferred interaction habits. It is for self-awareness and team development only; it does not measure ability or personality disorders and must not be used for hiring, promotion, or clinical decisions.