

# Team GAIN Planning Discussion Questions

## **GOAL: Specific and Challenging**

1. What is our team's specific goal?
2. How will our success with this goal look and feel?
3. How will we measure our progress towards this goal?
4. How will this goal stretch us beyond our current abilities?

## **ACTION PLAN: Detailed and Realistic**

5. By when do we plan to accomplish this goal?
6. What are the specific tasks we will need to complete to reach this goal?
7. Who will be responsible for completing each of these tasks?
8. By when does each of these tasks need to be accomplished?
9. What obstacles may inhibit our team from reaching this goal?
10. How will we overcome these obstacles?

## **INSPIRATION: Compelling**

11. Why have we set this goal?
12. Have we identified our true inspiration for working towards this goal?  
*(Note: Team members may have different inspirations for reaching this goal. Encourage each person to articulate why they want the team to successfully accomplish this goal.)*
13. Can we clearly picture our inspirations for reaching this goal?
14. Are these inspirations compelling enough to carry us through to success?

## **NETWORK OF SUPPORT: Strong**

15. How will we support each other in reaching our goal?
16. What help do we need from people outside our team to reach this goal?
17. Who can provide us with this help?
18. Are these people willing to help our team?

# Step 1 Team **GAIN** Plan Form

**GOAL:** Set a specific and challenging team goal.      Date: \_\_\_\_\_

- Write your team's specific and challenging goal statement below.  
Begin with "We will . . . "

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- How will our success look and feel?

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- How will we measure our progress towards this goal?

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- How will this goal stretch us beyond our current abilities?

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Time + Energy + Skill + Expense = Challenge Level

**Rank the challenge level of this team goal:** Circle One Number

**5** = Most challenging      **4** = Very challenging      **3** = Challenging

**2** = Somewhat challenging      **1** = Not very challenging

Transfer the Goal statement to your Team GAIN Plan Summary.

# Step 2 Team GAIN Plan Form

**ACTION PLAN:** Create a detailed and realistic team action plan.

Target Completion Date: \_\_\_\_\_

Listed are all of the tasks required to reach our goal and who will be responsible for each of them.

Task	Who's Responsible/By When
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____
7. _____	_____
8. _____	_____

Listed are any obstacles that may inhibit our team from reaching this goal . . .

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How will our team overcome these obstacles? \_\_\_\_\_

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\*Individual team members may need to create their own action plans for accomplishing their specific tasks.

Attach this Action Plan to your Team GAIN Plan Summary.

# Step 3 Team GA/N Plan Form

**INSPIRATION:** Identify your compelling Inspiration.

**Our inspiration for reaching this goal is:**

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\*Individuals may identify their own personal inspiration for reaching the team's goal.

- Have we identified our true inspiration for working towards this goal?
- Can we clearly picture our inspiration for reaching this goal?

We see . . . \_\_\_\_\_

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**How motivated are we as a team by the inspiration we have identified?**

Circle One Number

**5** = Extremely motivated    **4** = Very motivated    **3** = Motivated  
**2** = Somewhat motivated    **1** = Not very motivated

If your answer is less than 3, continue exploring what would motivate your Team.

If your answer is 3 or higher, go for it!

Transfer the inspiration statement to your Team GAIN Plan Summary.

# Step 4 Team GAIN Plan Form

**NETWORK OF SUPPORT:** Build a strong network of support.

**How will we support each other in reaching our goal?**

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**List a minimum of two people (external to your team) who will be included in your network of support. Indicate how they will help you.**

*Ensure that these people have the necessary knowledge and skills and that they are willing to help!*

**Name:**

**How they will help us:**

1. 

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2. 

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3. 

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4. 

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Transfer the names of the people in your team's external network of support to your Team GAIN Plan Summary.

# Team GAIN Plan Summary

## Goal

We will: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Action Plan (Summary Statement)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Inspiration (Collective)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## Network of Support (Outside our team)

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

Completed Team Action Plan attached.

Team member's Individual Action Plans completed.