Team Mood Board

| Build Trust & Proximity with your team |

How are you today, How is the mood of your team? Do you want to improve morale, build trust and proximity with them?

As a leader who cares, I've built the "Team Mood Board" few years ago to understand better how my team feels and how to engage better with my team members.

I've used it for several years with my global teams in Asia, Italy and in the UK as a key performance indicator of wellbeing.

It's a powerful icebreaker and you can use it in various contexts such as if your team is new, you work from home, you are in different regions and many other applications.

How does the team mood board work?

First, it's about us! We made the team mood board visual and analytic so I engage my team in an original and fun way!

We use a blend of traffic light colours and smileys to define the 3 attributes:

Happy face   **Neutral face**   **Angry face**

Report the morale activity on a daily basis

We created a shared file where all team members can access and report their mood on a daily basis. And anybody could have a look and get a sense at how the moral of the team is today!

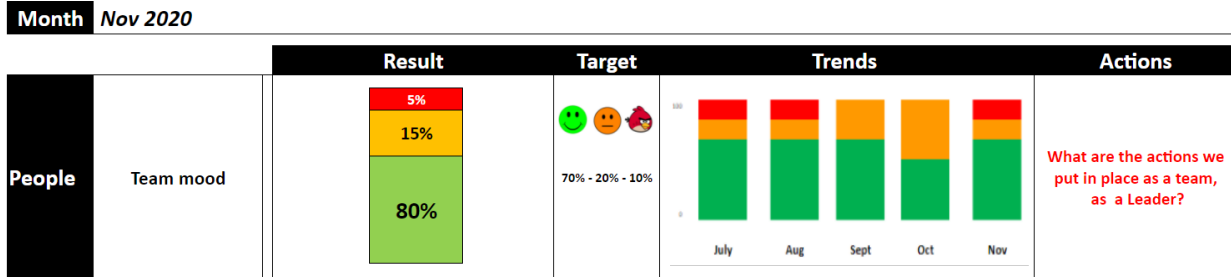|	Team member	Leader	Team member #01	Team member #02	Team member #...
Date	Monday	H	A	H	H
	Tuesday	N	N	H	H
Week nbr	Wednesday	H	N	H	N
	Thursday	N	N	H	H
	Friday	H	N	H	H

In this example above, team member 02 was happy for the whole week while team member#01 had a bad day on monday and had a neutral mood during the week.

Tip#01: delegate some tasks and ask one of your team members to manage this file and if needed to remind the others members to fill in the template so this is seen as team work.

Tip#02: you can use this file to engage with people when you see within the month that they don't feel good or they are maybe angry.

Team Mood Board

I've used this board as a key performance indicator for the wellbeing of my team.

Month	*Nov 2020*				

		Result	**Target**	**Trends**	**Actions**
People	**Team mood**	5% / 15% / 80%	70% - 20% - 10%	July Aug Sept Oct Nov	What are the actions we put in place as a team, as a Leader?

As you can see on the diagram above, every month we report, analyse and discuss the performance of our team.
We set targets (we considered we are happy 70% of the time) and we measure our performance against them. We also check if there are any trends or patterns that occur. Finally, we discuss and reflect on what actions at team or individual level we take to raise the mood of our team!

Ball is in your court now!

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