

# Working as One

## Fundamental Conversations

### Scoring Grid

<b>7 Fundamental Conversations</b>	<b>1 Engages</b>	<b>2 Integrates</b>	<b>3 Communicates/ External</b>	<b>Total</b>
<b>Vision</b>				
<b>Mission</b>				
<b>Values</b>				
<b>Customers</b>				
<b>Roles/ Responsibilities</b>				
<b>Planning</b>				
<b>Working Agreements</b>				
<b>Total</b>				

Copyright © 1998 by Christine C. Williams, PhD

### What Do My Scores Mean?

First, look at your scores in the right hand column. This indicates how well you are doing in terms of engaging, integrating, and communicating as it relates to each of the seven fundamental conversations. Which scores are higher than others? For example, if your team does not have clarity on its vision and mission, it's difficult to clearly understand your roles and responsibilities. Low scores in an area indicate a need to pose the fundamental question among group members.

Second, look at your scores at the bottom of the grid. These scores help you differentiate between engagement, integration, and communication. Your team needs to develop in all areas beginning with engagement. This exercise may help you discover that although you have discussed and reached agreements, you either don't "walk the talk" (integrate) or other key stakeholders outside of the team may not have a clear understanding of what you do (external communications). Strategies for improvement need to be determined by group members.

It is best to use the scores as indicators; What areas are we doing well? What areas do we need to explore further in order to increase cooperation among team members and improve results?