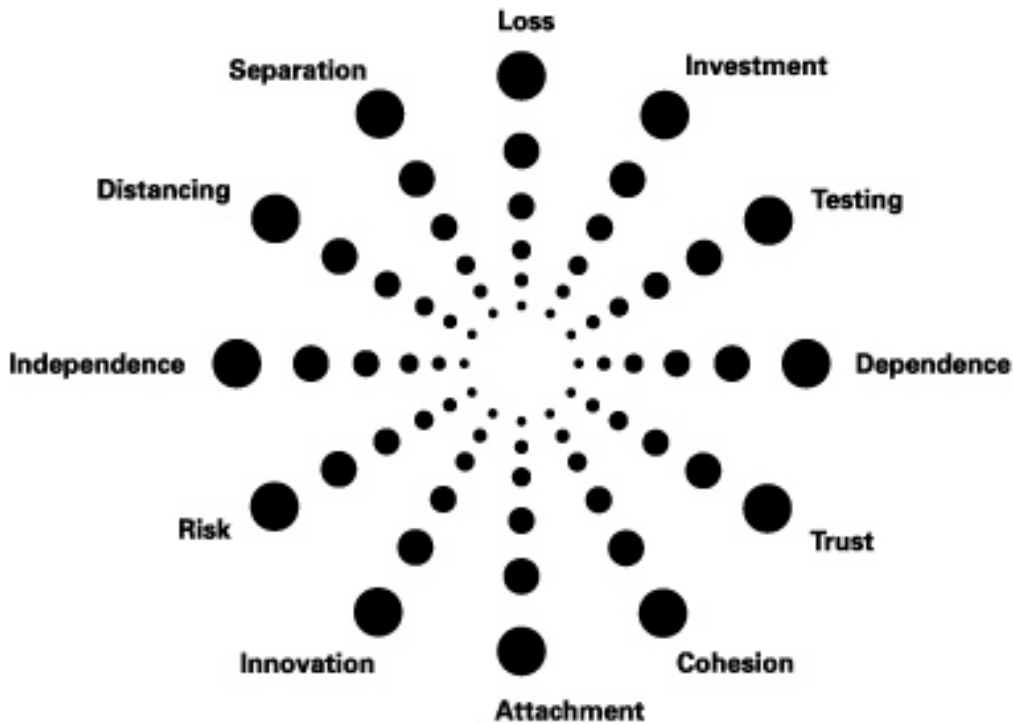


# Team Clock

## *A Guide to Breakthrough Teams*



The **Team Clock™** model is a face clock where each hour represents a stage along the path of team development. The key to utilizing the Team Clock is to evaluate where your team is currently situated (or stuck) within the cycle. Team members invest in a vision for the future with initial caution (1:00 Investment/2:00 Testing) until a group structure is set that defines the uniqueness of the team (3:00 Dependence). From this platform, trust develops (4:00 Trust/5:00 Cohesion) leading to a unified sense of attachment and commitment to the goals of the team (6:00 Attachment). This closeness produces the fuel for innovation and measured risk (7:00 Innovation/8:00 Risk) resulting in productivity and freedom (9:00 Independence). Following accomplishment, team members reposition themselves (10:00 Distancing/11:00 Separation) as the group prepares for whatever shift in roles best supports further growth (12:00 Loss).