

# Tips for Creating a Cohesive Team

## **CULTURE OF TRANSPARENCY**

Actively create space and open dialogue for team members to share their personal histories and experiences

Create and model an environment where there is an expectation that all clinicians actively use the same DBT skills they teach their clients

## **ENCOURAGE SKILLS USE**

## **NORMALIZE STRUGGLING**

Support humanness in team members and acknowledge that everyone has difficult times and it is important to lean on the team for support

Provide opportunities for newer clinicians to receive guidance and support on integrating their personal experiences into practice and navigate their own stigma.

## **OFFER MENTORSHIP**

## **BUILD RITUALS**

Set time specifically for team bonding, to create bonds beyond consultation team, such as team dinners, special check-ins, coffee meet ups