

# THE TEAM READ

*Map who is actually on your team — so the quiet ones are heard and the loud ones are aligned.*

Most small teams run on one volume setting. This 10-minute exercise maps each person to how they actually recharge and contribute — then gives you one bridge play for each type.

## STEP 1 — MAP YOUR PEOPLE

For each team member, mark where they sit on each line. Go with your gut — you can refine later.

**Name:** \_\_\_\_\_

Recharges by... (solitude 1 - 2 - 3 - 4 - 5 people)

Speaks up... (when asked 1 - 2 - 3 - 4 - 5 constantly)

Best work happens... (deep focus 1 - 2 - 3 - 4 - 5 live collaboration)

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## STEP 2 — RUN THE BRIDGE PLAYS

### Mostly 1-2 (inner-side):

Give questions BEFORE the meeting, not during. Ask for their read in writing or one-on-one. Never make "talk more" the goal — make "be heard" the goal.

### Mostly 4-5 (outer-side):

Give them the floor early, then a clear handoff: "Now I want the folks we have not heard from." Channel their energy into opening doors, not filling silence.

### Mixed / middle:

These are your bridges. Pair them deliberately with your strongest inner-side and outer-side people.