

TEAM FRICTION CHECK

How to use this: Go through the boxes below one by one.

While you are reading, you may feel more drawn to or activated by some of the topics. Those are the most interesting ones to explore.

CLARITY

If you asked your team members “what is the most important team goal right now”, would they roughly give the same answer?

- ☐ **YES?** Well done! Then this is not what you need to be solving right now.
- ☐ **No?** Congratulations! You just found what you should investigate further: decision making processes and tools that allow every voice to be expressed and taken on board, but without letting the process turn into group therapy.

URGENCY

Are your team members driven by urgencies that support the collective team goals?

- ☐ **YES?** Great! This is not your construction site at this moment.
- ☐ **No?** Oops - individual needs are taking over. Your people's nervous systems are fried, and you've just found your next step: turning down the heat. Unconstructive urgencies are just that: unconstructive.

FRICTION

Are there certain topics everyone is dancing around because nobody wants to be “that person who...”

- ☐ **YES?** Welcome to the club! Now you can investigate exactly how deep the tensions are - and **how much it's costing you**. And you don't have to do it alone. Working with these tension fields is our specialty.
- ☐ **No?** Wow, this is truly next level, and you are on track towards the team culture that you envision. Reach out to us, because we can help you collapse time and get there faster.

FOUND SOMETHING? GOOD. NOW LET'S DO SOMETHING ABOUT IT.

A friction check can tell you where the problem is, but won't fix it.

This is where we come in: We help teams turn the things that usually get dismissed as “people issues” into something you can actually work with:

MAKE THE WORK WORK

When teams can't agree, decisions drag. Voices get lost and everyone leaves the meeting with a different understanding of what is needed. We bring practical tools for decision-making, consent-building and collective clarity - so the emotional labour of getting things done doesn't quietly become one burned out person's job.

TURN DOWN THE HEAT

When individual stress starts driving collective behaviour, even smart people become reactive, urgent and territorial. We help people build nervous-system capacity and regulation skills they can actually use at work. Not a one-off wellbeing session, but practical tools for changing how the team operates under pressure.

TURN FRICTION INTO EXCELLENCE

Sometimes the problem isn't the meeting, process or workload. It's underneath, and nobody is addressing. This is costly - but also the first step.

We work with leadership to surface what's really happening, finetune the systems dynamics around it and **turn recurring friction into real-life time, energy and cost savings** 🕒 🏆 💰

ONE TEAM. THREE LEVELS. ONE PRACTICAL INTERVENTION.

Turn your recurring friction into real-life
time, energy and cost savings 🕒 🏆 💰



ONE GROUP SESSION FOR YOUR TEAM

Practical tools for
clarity, decision-
making and getting
the work done.



ONE TEAM NERVOUS SYSTEM SESSION

Your people learn
regulation skills they
can use beyond the
session.



ONE SYSTEMIC COACHING SESSION

A member of top
management
investigates one live
organisational friction
point with us.

Not another team-building day. Not another resilience webinar.
Not another conversation about “clear communication.”

This is a practical intervention into the human systems that
determine whether the work actually gets done.

LET'S LOOK AT WHAT'S REALLY HAPPENING.

BOOK A 30-MINUTE CONVERSATION.

WE'LL HELP YOU IDENTIFY **WHAT ISSUES ARE
COSTING YOU** MOST RIGHT NOW.

INFO@FIROAFACILITATION.COM