

# Better Together

## How to excel on your team without killing your teammates

Highlights from the Hope Association Staff Retreat of September 10, 2014

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### Opening Exploration – Together or Alone?

If given a task, would you rather do it alone or with a group?

- Why do it alone
  - Best way to just get it done
  - I can be sure it's done "my way"
  - Won't have to deal with any conflicts
  - If I'm shy, I don't have to deal with other people
  - This is fastest
- Why do it with others
  - The solution might be more creative
  - Benefit from other's ideas
  - More buy in from others, more likely to have their help later
  - More people to do the work – many hands make light work
- Why we resist working in teams
  - Fear of vulnerability, failure, rejection
  - Fear of conflict
  - Fear of inefficiency
- When to work with others:
  - To maximize creativity
  - To plan and design things
  - To involve different and greater resources and expertise
  - To solve problems collaboratively
- How to get the benefits of working in teams AND overcome the resistance:
  - Learn and practice "the right ways" to work in teams.

## Characteristics of Good Teams and Good Team Members

- Good communication
  - Communication
  - Communication
  - No gossip or hear-say
  - Public praise, private criticism
- Respect
  - Respect for each other
  - Respectful of others
  - Respect
- Good listener
  - Listener
  - Good listener
  - Listen
- Give and take
  - Compromise
  - Team player, compromise, open-minded
- All on the same page
  - Shared vision
  - Believe in the team's mission
  - Desire interest
- Honesty
  - Honesty
- Everyone playing their part
  - Clear expectations
- Positive attitude
  - Positive
  - Communication/Attitude
- Wants what's best for the team
- Supportive
- Address conflict
- Give my teammates a break
- A great leader
- Empathy
- Excitement in the process
- Committed to working for the team
- Ask for help
- Validate others' thoughts, opinions
- Compensation
- Be open minded
- Good structure
- Resourceful
- Confident
- Flexibility
- Contributor

## What does Team Hope Association need most?

- Positive attitude
  - Catch someone doing something right rather than doing something wrong
  - Look for good in people rather than faults
  - Look at problems with a desire to solve them, not just complain
  - Give people praise – be specific – show them you noticed – help them repeat positive behavior
  - Modeling a positive attitude
- No gossip or hearsay
  - Don't do it
  - Model not doing it – show others
  - Don't compare – don't compete – don't complain
  - Learn what people are thinking and why they do or did things, DIRECTLY FROM THEM – ask questions of the person you want to understand
  - If you hear things through a third party, don't make judgments based on that
- All on the same page
  - Don't just complain – try to make things better
  - Clear roles and expectations
  - Everyone believing in the mission
- Communication/Attitude
- Supportive
- What's best for the team
- Give my teammates a break
- Address conflict

## Resources Team Challenge - Lessons Learned

- Be careful about assumptions
- “Bad” behavior can be modeled just like “good” behavior
- Barriers to collaboration
  - Embedded ethic of competition
    - Unless otherwise stated we assume that we are supposed to be in competition with each other
  - Press of time
    - If we think we need to be in a hurry we overlook the possibility of collaboration

## For More Information

Here’s a link to the Pit Stop Video

[https://www.youtube.com/watch?v=RRy\\_73ivcms](https://www.youtube.com/watch?v=RRy_73ivcms)

Here’s a link to Craig’s Good Group Tips where you can find 170 one-pagers on all aspects of group decision making.

<http://www.GoodGroupTips.com>

Craig’s Go-To Leadership Book

The Leadership Challenge, by Kouzes and Posner