

Recognizing Difference to Make a Good Team

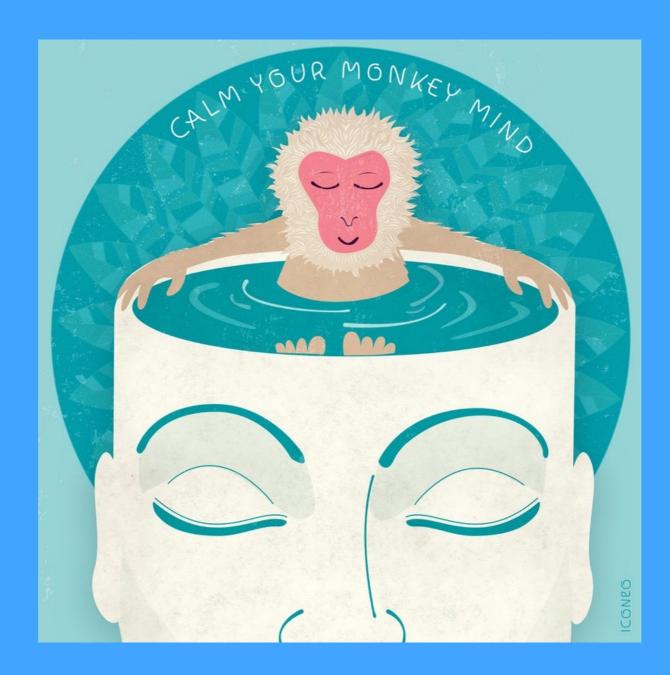
Goals for Today

- Identify the key factors of teams
- Identify strengths and weaknesses of each team member .
- Understand how the whole-brain mindset effects the communication, problem solving and teamwork
- Increase team and leadership abilities.

Teamwork Challenge

DISCUSSION

WHAT'S WITH THE MONKEY



Meet my constant companion, Max He represents the part of the brain that is more primal. You may have heard of the "fight or flight response" or the "amygdala hijack." These refer to how our brains are wired to respond to threats in our environment. But as life has become less "wild," this system is still working away in the background, looking for threats. Unfortunately, in our modern world, we often mistake difficult situations as dangerous. This causes our brains to shift from "what's best for my long-term success and happiness" to "how do I survive this and win?



THE CHALLENGE

Like any "animal," people play to their strengths. When a deer is threatened, it relies on its speed to escape harm. When a bear feels threatened, it depends on its strength to prevail. But when a very logical person is threatened, they may rely on their data to get them out of trouble. If someone is very empathetic, they may rely on their tribe to save them. You get the idea. The point is that when we are stressed, fearful, or maybe just plain "hungry," we rely on whatever our natural talents are to solve the problem.

WHY IS THIS A CHALLENGE?

In today's world, most people see some level of threat most of the time. This outlook causes us to burn ourselves out, distress the people around us, and almost always get the opposite of what we want. And when we do "win," we have paid an incredibly high price for our success. The most dangerous part is that when we use our strengths, it feels like we are doing the right thing

WHAT WE DO ABOUT IT?

We learn to identify when we are operating in "Monkey Mind." We step out of the fear, stress, and craving that drive short-term thinking and activate our more sophisticated brain, where our strengths can truly flourish. Then we can create results far more rewarding and sustainable for ourselves — and those around us WHO ARE WE? WHO ARE YOU?

APPRECIATING OUR DIFFERENCES

Your Brain at work



Effective teamwork requires knowing the strengths of each team member, and the direction the team is going in.

Outcomes Purpose Clear, specific, Clear compelling reason measurable results. why the team exists. Metrics Strategy Scoreboard, KPIs Idea of how to get there. Solve Right information, right Flexible, open to new ideas, decisions, right results. willing to take risks. **Standards Stakeholders** An understanding of The people, teams and what 's most important. organizations impacted. Culture **Systems** Bring out the best in each other. Roles, plan, accountability. **Operate Support**

Do the right thing, the right way, at the right time.

Support Give everyone what they need to do well.

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UNDERSTAND THE COMPASS

THEIR GOALS

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How our solutions help <u>them</u> reach their goals.

SCORE BOARD How we will track it.

<u>Navigate</u> Solve problems, make decisions, be accurate.



THEIR STANDARDS Understanding what's most important to them.

Systems The plan <u>we</u> will follow.

<u>W</u>ORK Do the right thing, the right way, at the right time. W

THEIR PURPOSE

Tying what we do to what <u>they</u> need.

STRATEGY How <u>we</u> will get there.

EXPLORE Flexible, open to new ideas, willing to take risks.

THEIR VALUES

How <u>they</u> expect to be treated and communicated with.

CODE

How <u>we</u> will interact.

<u>SUPPORT</u> Make things easier for each other.

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PUTTING A PLAN IN PLACE

- Support the goals while supporting others
- Develop strategies for applying ideas and tools
- Develop communication skills that supports the standards of working together
- Develop a culture of support

WRAPPING IT UP

- GOALS RE-DEFINED
- QUESTIONS AND ANSWERS

Some additional resources

- https://atlantachallenge.com
- Note that materials were used in part from Atlanta Challenge and other resources including:
- <u>https://www.linkedin.com/pulse/when-monkey-</u> mind-impedes-your-ability-lead-mark-saddic\
- https://www.teamwork.com/blog/monkey-mindproductivity-soar/



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