

Key Points: The Power of Teams Part 1

“Teams are inherently dysfunctional”

- Every team, every group of people is a mix of individuals with a variety of unique & differing skills, experiences & perspectives.
- Not understanding (+ valuing) those differences, at best will limit the potential of a team, and at worst will pull that team apart.
- However, when understood, and more importantly valued, those differences become the very thing that enables a team to develop deep levels of trust and build a strong foundation from which the true potential of that team can be realised.

Psychological Safety

- People feeling safe to demonstrate vulnerability, speak up, show concerns, take risks, contribute and be their authentic self, without fear of ridicule or disdain.
- We all want to feel valued (to some extent or another), but how much time is spent understanding what that actually looks like for people. It is important to encourage a listening culture with no barriers and utilise reward and recognition where possible.
- It is important to understand that some team members need more time spent with them than others but equally we should not ignore those that don't need require as much time to be spent on them.

Polarity management

- The ability to hold two opposing views/ideas and still retain the ability to function.
- “For all things there is a quantity that has optimum value, too much and it becomes toxic, and too little is to be deprived” – Gregory Bateson (anthropologist & social scientist)
- Key examples: -
 - Office working vs home working – Individual vs team – Challenge vs support
 - Security vs risk taking – Profit vs wellbeing

Adaptability

- Being aware, understanding our choices and having the psychological agility to know how to flex and adapt as situations and circumstances change (which they do, a lot).