

Key Points: The Power of Teams Part 2

The Practice

Self (self-awareness[EQ])

- “It’s not so much where you are, but where you can move to.” Performance is about the intent we have to do something and then how we go about it.
- We need to understand how we respond when there is something to gain or something to lose. This is an important aspect of understanding ourselves and others as part of the team.
- We need to understand ourselves first so we know where our strengths and weaknesses lie before we can start to profile and understand others.
- Once we have profiled others we can take some of the elements of others and utilise those to enhance our own performance.

Understanding & valuing differences

- ‘Raging curiosity’ – Show a genuine interest in others views on topics and be aware of how listening and taking others views on board can help you grow.
- Using polarity management to understand when you are having difficulty, recognising that within yourself and having the ability to approach others to seek alternative ways of doing something.
- People like to do things differently and it is essential for us to understand why they like to do things a certain way, is it personal preference or is it genuinely better.

The anatomy of strengths

- Understanding & managing our ‘sweet-spots’, knowing when we are overplaying and underplaying our strengths as well as recognising that in others. Importantly we need to learn to manage that so our strengths are used appropriately.
- Linking with polarity management, recognising the value of differences & opposing views