Ten Core Values of a Winning Team

The 17 Indisputable Laws of Teamwork

Law #16 — The Law of High Morale — “When you’re winning, nothing hurts!”

“Only winners are truly alive. Winning is living. Every time you win, you’re re-born. When you lose, you die a little.”
— George H. Allen, football coach

Teams Don’t Win By Accident!

Core Value #1 — A _____________ that inspires results.

No team has ever achieved extraordinary results without a 100% commitment to the cause!

(1) A commitment to a _______________ ________________.

“Cherish your visions and your dreams as they are the children of your soul; the blueprints of your ultimate achievements.”
— Napoleon Hill

The team “buys into” the vision, when they...

A. _______________ it.
B. _______________ to it.
C. _______________ it.
D. _______________ it on.
(2) A commitment to ________________.

*Loyalty must be earned but not fought for.* The team leader gives 100% loyalty to the staff from day one, and from day one the staff give 100% loyalty to the team leader. Then you invest the rest of your time together as a team “earning” and developing that loyalty. *Earning doesn’t mean “proving,” but living up to the positive attributes that have been “pre-prescribed” to you.*

How does one of America’s most decorated and loyal soldiers define the word “loyalty”?

General Powell: *“When we are debating an issue, loyalty means giving me your honest opinion, whether you think I’ll like it or not. Disagreement, at this stage, stimulates me. But once a decision has been made, the debate ends. From that point on, loyalty means executing the decision as if it were your own.”*

Blind loyalty leads to ________________.

Core Value #2 — A ________________ that makes a difference.

“This *Nothing of worth or weight can be achieved with half a mind, with a faint heart and with a lame endeavor.*”

— Isaac Burrow 1620–1677

“If you aren’t going all the way, why go at all?”

— Joe Namath
“When you’re interested in something, you do it only when it’s convenient. When you’re committed to something, you accept no excuses, only results.”

— Kenneth Blanchard

The Law of the Price Tag — “The team fails to reach its potential when it fails to pay the price.”

Core Value #3 — A ____________ level that raises the standards.

Contribution deals with ____________.

Competency deals with ____________.

The Law of the Chain — “The strength of the team is impacted by its weakest link.”

The weak link (player) effects the team three ways:

(1) Loss of ____________.

(2) Loss of ____________.

(3) Loss of ____________.

Questions to ask yourself about a weak player

(1) Are they out of their ____________?

(2) Are they out of their ____________?

(3) Are they out of their ____________
    ____________?

(4) Are they out of their ____________?

(5) Are they out of their ____________ requirements?
Core Value #4 — _______________ that increases the effectiveness of the team.

“If one had to name a single, all-purpose instrument of leadership, it would be communication.”

— John W. Gardner

Five areas of communications that help your team operate at their maximum potential:

1. Communication that is ________________.

   The communication must be open and honest, (candid). It’s healthy and fosters trust, everyone knows where one another stands. No hidden agendas, score keeping, and secrets.

2. Communication that is ________________.

   No beating around the bush — just say it. Be sure to use scriptural guidelines in Ephesians 4:15. Speak the truth in love.

   Pulling your punches, sugar coating, and indirect communication causes insecurities, slows the team down, and can hurt relationships.

   Though it can hurt in the moment, healthy people respect and appreciate directness that is given with their best interest at heart.

3. Communication that is ________________.

   Fast is the key idea! Don’t sit on communication items; get them out as soon as possible.

   Type up short and simple memos, send a brief e-mail, and call a quick “stand-up” meeting.
4. Communication that is _______________.

Inclusive over exclusive. The old adage is true — *knowledge is power*. There are occasions in which discretion is essential, but the team leaders overall priority is to *empower not imprison*, to enlighten not keep in darkness.

This also helps in the areas of *trust, ownership, morale, and participation*.

Avoid at all costs the syndrome of the *inner circle and the “rest of the gang.”* No power clubs. *Responsibility OK*, but not power and privilege.

5. Communication that is _______________.

Avoid the communication *yo-yo*. This is often the result of knee-jerk reaction to the lack of good communication.

The crummy communication cycle:

Communication poor — team complains — communication is dramatically improved for about 30–60 days — the complaints die down, and so does the communication.

Stay on it, consistency is important. Design systems that help you keep information flowing without busywork.

Three keys:

• Simple
• Concise
• Frequent
Review:

Core Value #1 — A Commitment that Inspires Results.
Core Value #2 — A Contribution that Makes a Difference.
Core Value #3 — A Competency Level that Raises the Standards.
Core Value #4 — Communication that Increases the Effectiveness of the Team.

Core Value #5 — ____________ that creates harmony on the team.

“All your strength is in union. All your danger is in discord.”
— Longfellow

Cooperation assumes a certain level of maturity and a commitment to understanding.

Three key elements involved in cooperation:

1. Cooperation requires ________________.
   Trust is non-negotiable on a team. Without full trust, little can be accomplished. Trust (like loyalty) must be extended up-front 100% and then earned over a lifetime.
   Without trust people hedge their bets and look out for themselves, the very antithesis of cooperation.

2. Cooperation requires ________________.
   Respect is related to trust, but where...
   Trust deals more with ________________,
   Respect deals more with ________________.
Respect, unlike trust and loyalty, can’t be given up front on deposit, but must be earned.

Respect is earned by:

• A track record of ________________.
• ________________ to the team and individuals on the team,
• ________________ in getting the job done.

There is a part of respect that comes from character — things such as conviction, courage, and strength.

3. Cooperation requires an ________________-
_______________ point of view.

“Life’s most persistent and urgent question is: ‘What are you doing for others?’”
— Martin Luther King, Jr.

If you want happiness for an hour — take a nap.
If you want happiness for a day — go fishing.
If you want happiness for a month — get married.
If you want happiness for a year — inherit a fortune.
If you want happiness for a lifetime — help others.
— Chinese Proverb
Core Value #6 — A ________________ that enhances personal connection.

This is the idea of team “fit,” not physical fitness, but how teams fit together. In other words, how well do you get along and like each other?

Be careful of unrealistic expectations. Do not expect to be close personal buddies with everyone on staff. This is not reasonable, practical, or even the norm as a staff gets larger. If it happens, great, but don’t expect it. If one or two are very close and intimate, then consider yourself blessed.

Good rule of thumb: Close with a few

- Cordial or casual friends with all
- Conflict with none

They key is to enjoy each other, work well together, play well together and don’t take yourselves too seriously.

Core Value #7 — A ________________ that enlarges the team’s potential.

Even the most creative person in the world can’t possibly be more creative than several people of like-minded mission. New slants, and idea enhancing comes from minds committed to the same vision and headed in the same direction.

Good teams think well together, and sharpen each other. Take time to dream and brainstorm together.

“Creativity is to SEE what everybody else has SEEN and to THINK what nobody else has THOUGHT.”

— Albert Szent-Gyorgyi
4 I’s C > 2 Creativity Formula

(1) ______________
(2) ______________
(3) ______________
(4) ______________

Four I’s see greater than two eyes is my equation for living, loving, and working, not just marketing. In every facet of life we seem to be compromising the four parts that make up life itself. Investigating life means more than slowing down to smell the roses. Having a genuine encounter with life makes the experience of living richer and allows us to truly give birth to ourselves. Incubating is a lot like meditating. It’s what the flip side of prayer is all about. When you pray, you talk to God. Illuminations are the Aha’s! Nothing feels like them, but you can’t have a full illumination until you’ve taken the time to investigate and incubate. And finally there’s illustrations. Until there is shape to an idea, there is no substance. That is why the greatest repository of ideas are graveyards.

Live 20% outside the “proper” zone; remember that the great wise men of the past held no respect for today’s conventions, and neither will the great men of the future.

“Thinking For A Living” — Joey Reimen
Core Value # 8 — A system of ______________
______________ that reduces stress and tension rapidly.

Conflict between any two human beings in close quarters over an extended period of time is inevitable.

The key is not to avoid conflict but to resolve it quickly.

The more you learn about each other, and the more you grow, conflict is guaranteed. Motion causes friction, and friction is uncomfortable. The key is to have conflict over new things, (that’s growth).

Rapid resolution of conflict depends on levels of ______________ and ______________.

Eight basic keys to conflict resolution:

1. Speak the truth in love
2. Seek to understand the other’s point of view
3. Seek common ground
4. Make expectations clear
5. Stay focused on the issue at hand
6. Maintain direct communication, not third parties
7. Listen and don’t respond defensively
8. Make a commitment to the organization’s best interest

A receptivity toward change that stimulates growth.

Growth equals change. If the staff and company are growing, change, like conflict, is inevitable.
Core Value # 9 — A ________________ team is responsive to ________________.

The best teams welcome change, the worst teams resist change with a self-defensive and self-protective posture that attempts to guard territory, and the way things have always been done.

Strong teams adapt quickly to new ideas, cultural changes, crisis situations, and innovative thinking.

Outstanding teams have a bias and a passion for personal growth.

Core Value # 10 — Winning teams have a sense of ________________.

Review: Am I on a Winning Team? Yes or No?

Core Value #1 — A **Commitment** that Inspires Results ______
Core Value #2 — A **Contribution** that Makes a Difference ______
Core Value #3 — A **Competency** Level that Raises the Standards ______
Core Value #4 — **Communication** that Increases our Effectiveness ______
Core Value #5 — **Cooperation** that Creates Harmony ______
Core Value #6 — A **Chemistry** that Enhances Personal Connection ______
Core Value #7 — A **Creativity** that Enlarges the Team's Potential ______
Core Value #8 — A System of **Conflict Management** that Reduces Stress and Tension Rapidly ______
Core Value #9 — A **Cohesive** Team that is Responsive to **Change** ______
Core Value #10 — A Sense of **Community** ______
Answers: Commitment; Common Vision; Understand; Contribute; Own; Pass; Loyalty; Defeat; Contribution; Competency; Effort; Ability; Opportunity; Morale; Productivity; League; Position; Comfort Zone; Understanding; Performance; Communication; Candid; Direct; Rapid; Inclusive; Consistent; Cooperation; Trust; Respect; Character; Competence; Growth; Contribution; Consistency; Other-Oriented; Chemistry; Creativity; Investigate; Incubate; Illuminate; Illustrate; Conflict Management; Maturity; Security; Cohesive; Change; Community