

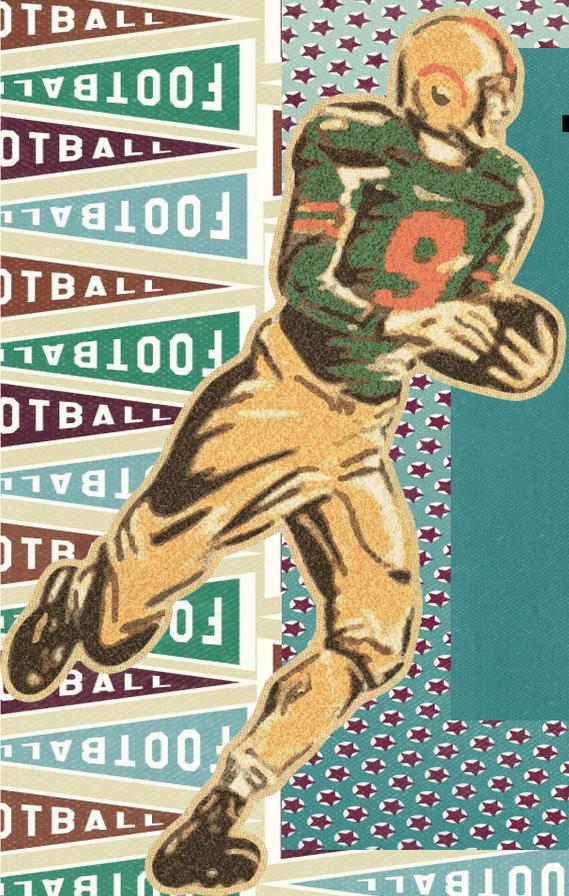


# The Impact of Teamwork

Presented by Jana Eastham  
Frisco ISD

TAC 2022





Thank you, team!

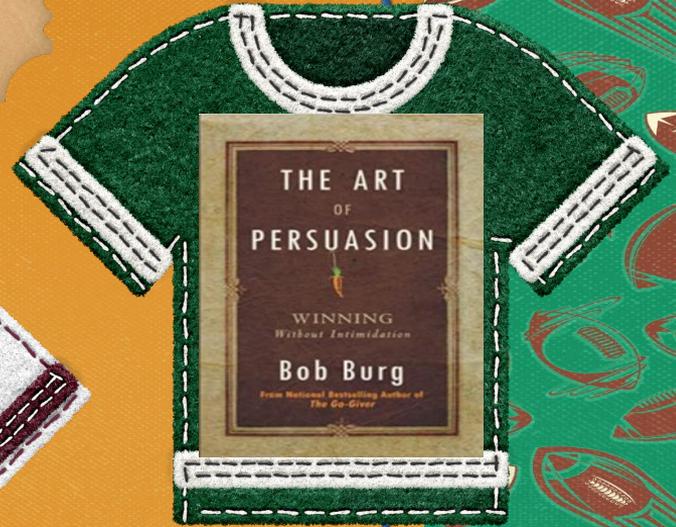
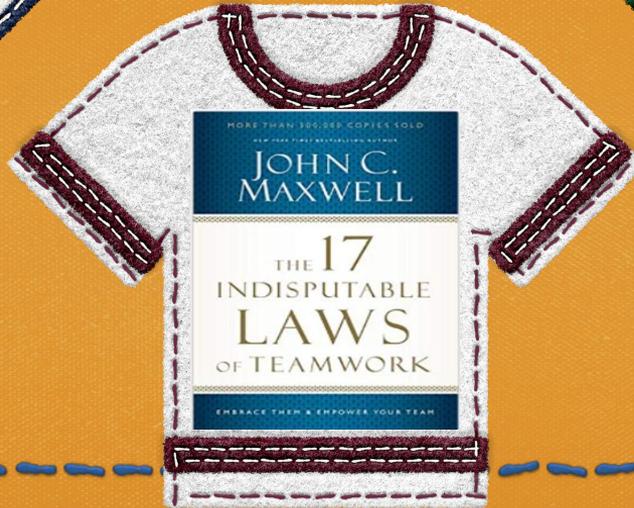


UR#1FAN  
STATE OF PRIDE

123456



Get  
Game  
Day  
Ready!



**GAME DAY GAME DAY GAME DAY GAME DAY GAME DAY**

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Get  
Game Day  
Ready!

**STRENGTHSFINDER 2.0**  
FROM GALLUP  
and Tom Rath

Discover Your  
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Father of Strengths Psychology  
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NEW YORK TIMES BEST-SELLER

The **FIVE**  
DYSFUNCTIONS  
of a **TEAM**

A LEADERSHIP FABLE



**PATRICK LENCIONI**  
AUTHOR OF THE NATIONAL BEST-SELLER *FIVE ADVANTAGE*

NATIONAL BEST-SELLER

The **IDEAL**  
**TEAM PLAYER**

HOW TO RECOGNIZE AND CULTIVATE  
THE THREE ESSENTIAL VIRTUES



A LEADERSHIP FABLE

**PATRICK LENCIONI**  
BEST-SELLING AUTHOR OF *THE FIVE DYSFUNCTIONS OF A TEAM*

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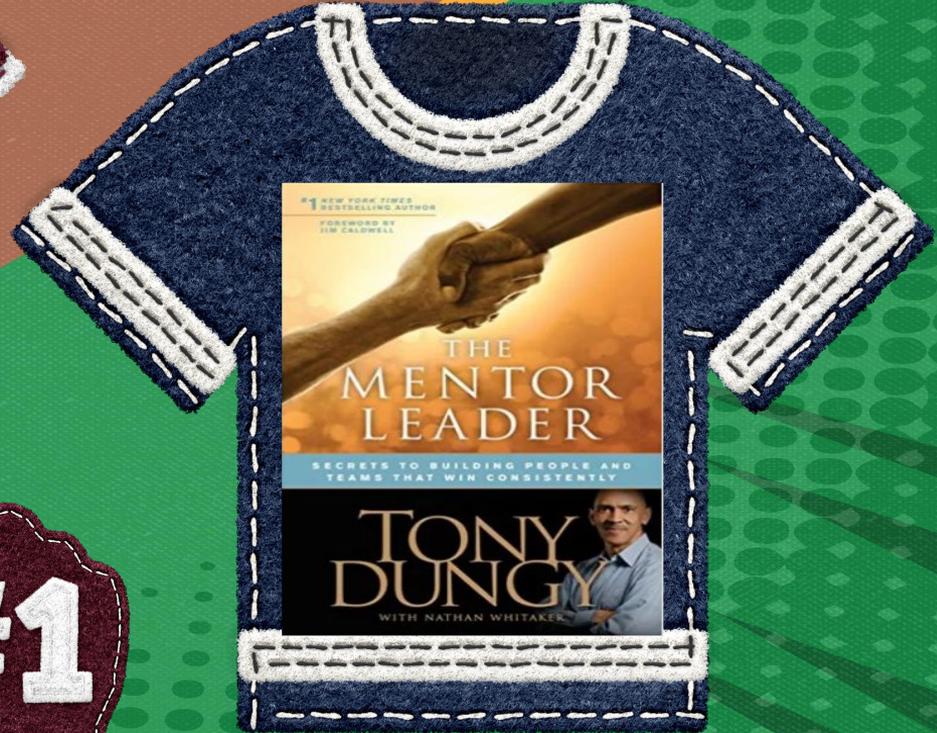
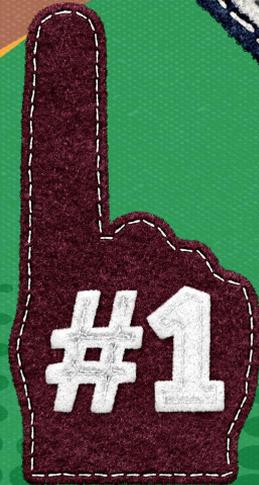
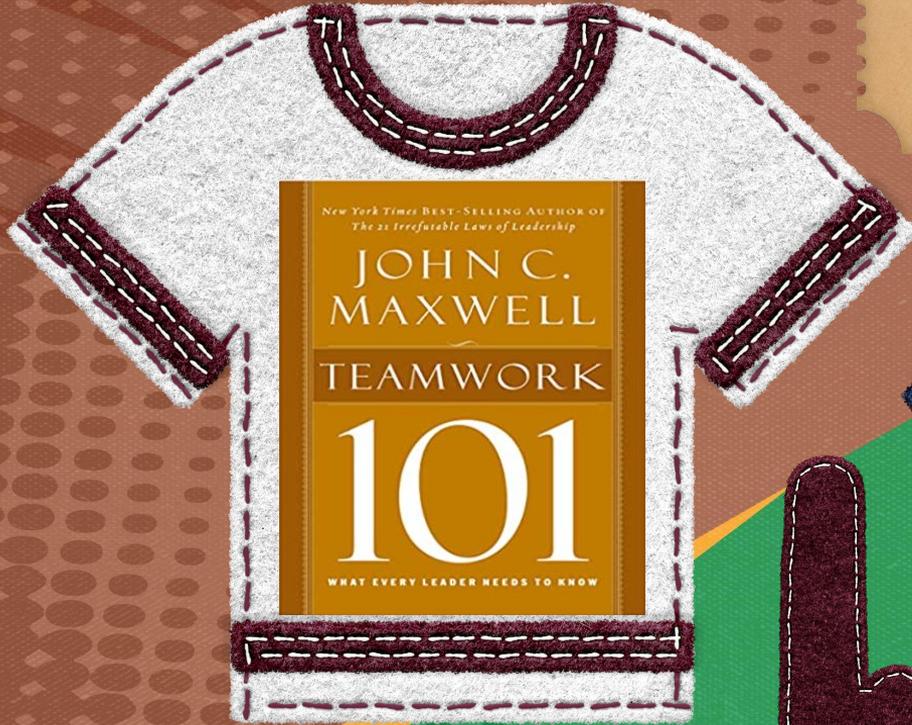
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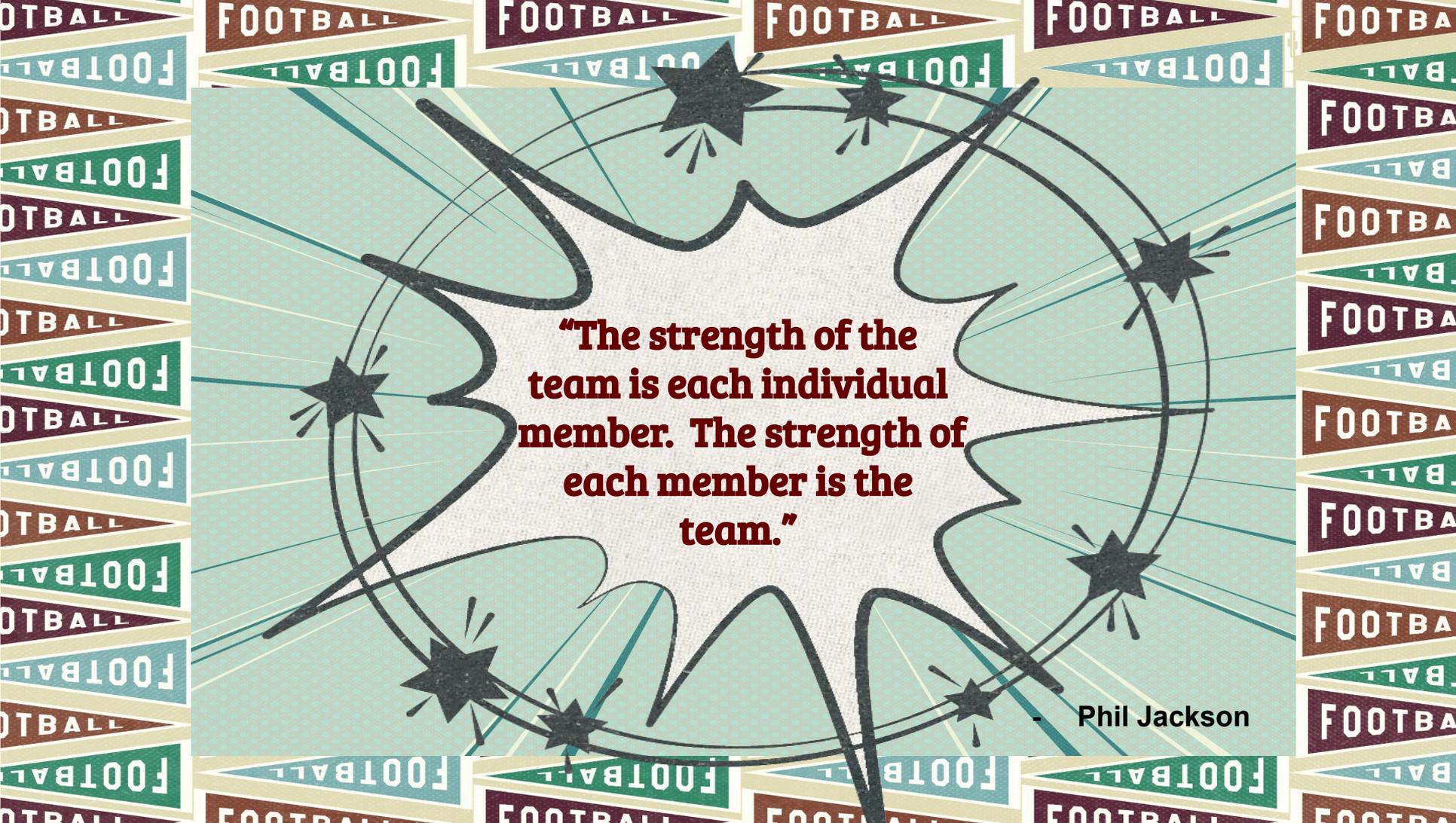
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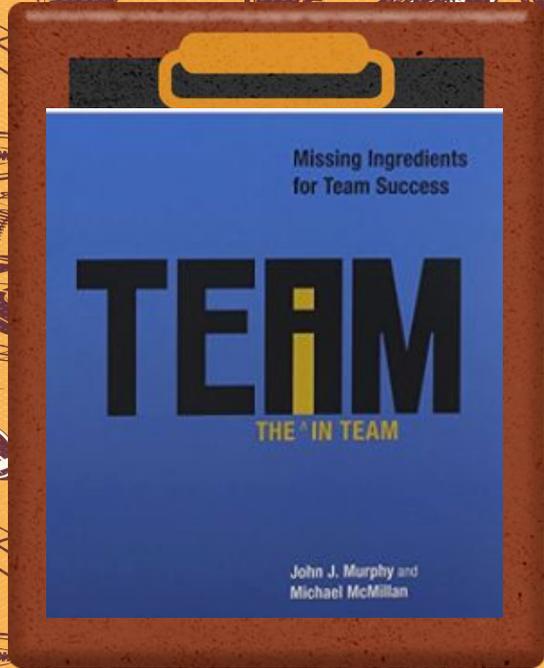
Get  
Game  
Day  
Ready!





**“The strength of the  
team is each individual  
member. The strength of  
each member is the  
team.”**

- Phil Jackson



Inspiration, Interdependence, Intelligence

- ★ **Performance teamwork emerges once a team is significantly greater than the sum of its members.**
- ★ **Great teams take time to ask what if, why, and why not.**
- ★ **Crisis must be seen as opportunities for growth and contribution.**
- ★ **A creative problem-solving technique is to find at least three options for each problem.**

Intuition, Ingenuity, Individuals

Interaction, Innovation, Information

Integrity, Influence, Investment

# AFTER ACTION REVIEW

1

Review what the team  
planned to do

2

What it actually did

3

What worked well

4

What did not work well





## A few “i’s” in Teamwork

### **INTEGRITY**

Integrity breeds trust, the bedrock of healthy relationships.

Accountability is an important element of integrity and high-performance teamwork.

### **INTUITION**

Intuition is our ability to think creatively, to see the big picture.

Great team leaders use intuition to focus on what really matters.

### **INDIVIDUALS**

Without individuals, there can be no team. Everyone has something to offer.

Great team leaders understand, position, and align individuals to strengthen the team.

# Enneagram Personality Test

## TYPE 1

Sensible  
Orderly  
Self-disciplined  
Serious  
Punctual  
Idealistic

## TYPE 2

Caring  
Warm  
People-pleasing  
Demonstrative  
Other-orientated  
Generous

## TYPE 3

Goal-orientated  
Ambitious  
Charming  
Organized  
Image-conscious  
Competitive

## TYPE 4

Romantic  
Creative  
Original  
Sensitive  
Aesthetic  
Intuitive

## TYPE 5

Observant  
Studious  
Logical  
Perceptive  
Analyzer  
Unsentimental

## TYPE 6

Reliable  
Cautious  
Evaluating  
Loyal  
Conscientious  
Devil's Advocate

## TYPE 7

Spontaneous  
Fun-loving  
Adventurous  
Extroverted  
Quick-thinking  
Enthusiastic

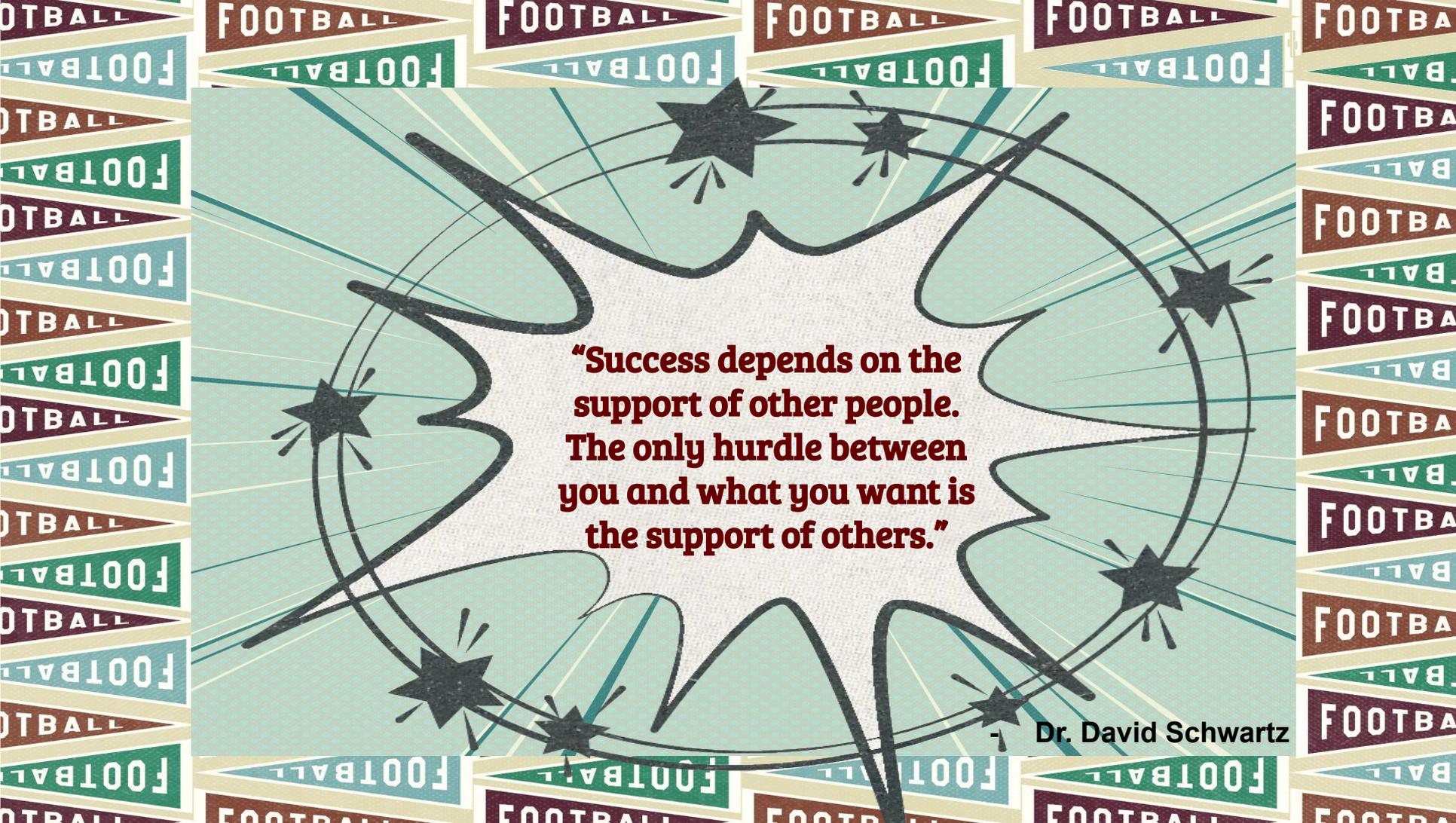
## TYPE 8

Confident  
Decisive  
Independent  
Confrontational  
Strong-willed  
Tough

## TYPE 9

Accepting  
Easygoing  
Peaceful  
Patient  
Imaginative  
Natural

The  
Nine  
Styles  
at Work



**“Success depends on the support of other people. The only hurdle between you and what you want is the support of others.”**

- Dr. David Schwartz

## Lead-in Phrases

- “I might be wrong about this...”
- “You know a lot more about this than I do...”
- “How would you approach...”
- “I really appreciate you taking the time to...”
- “As you were saying earlier...”

### THE ART OF PERSUASION

WINNING  
*Without Intimidation*

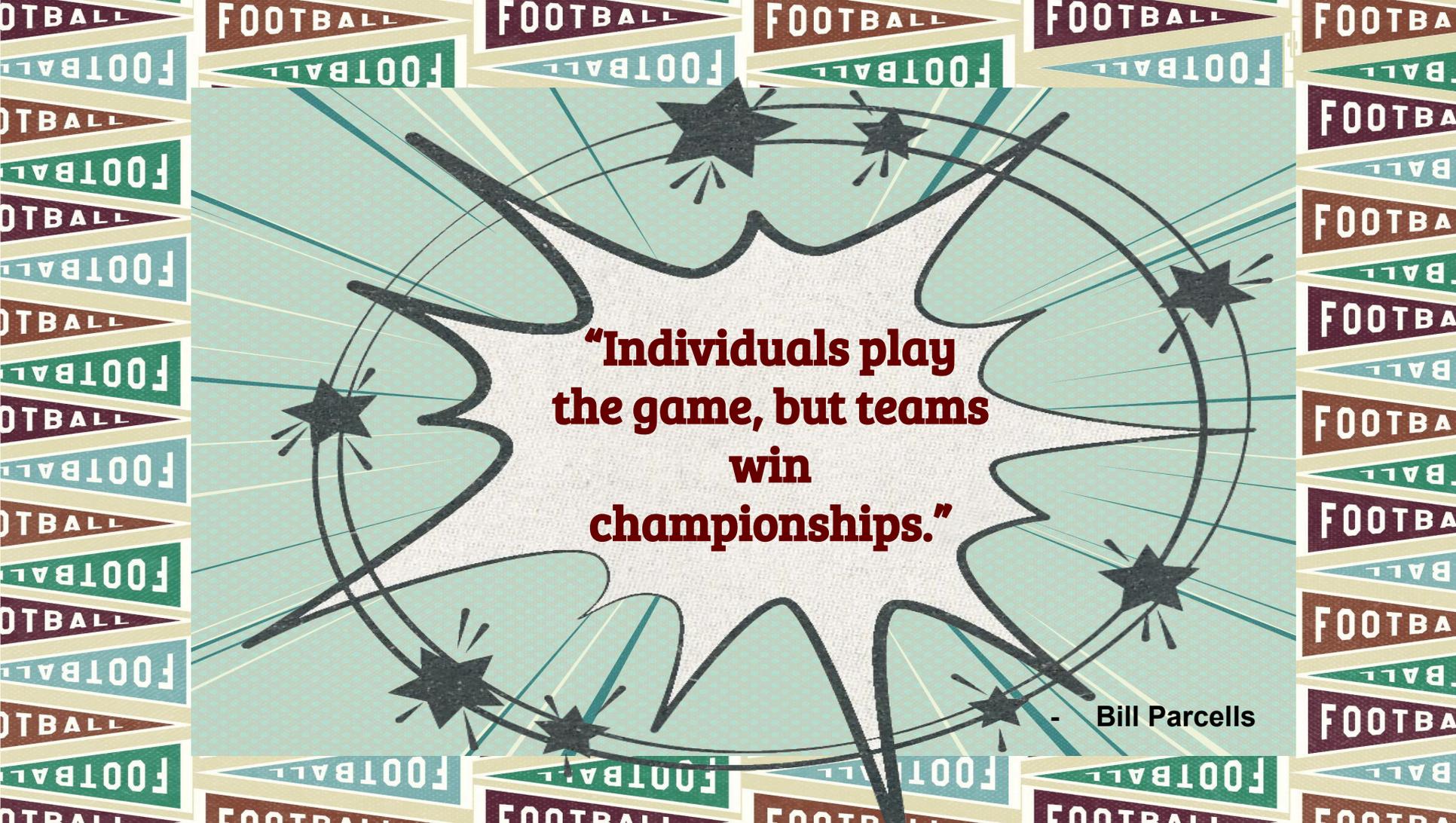
Bob Burg

From National Bestselling Author of  
The Go-Giver

## KEYS TO EFFECTIVE PERSUASION

- Persuade for everyone's benefit.
- Give proper credit for an idea.
- To “respond” is positive; to “react” is negative.
- When you approach a person for something you need, approach them believing they're going to give it to you.
- “Thank you” in advance.
- People want to be around and do things for those people who make them feel important.
- Apologies are magical.





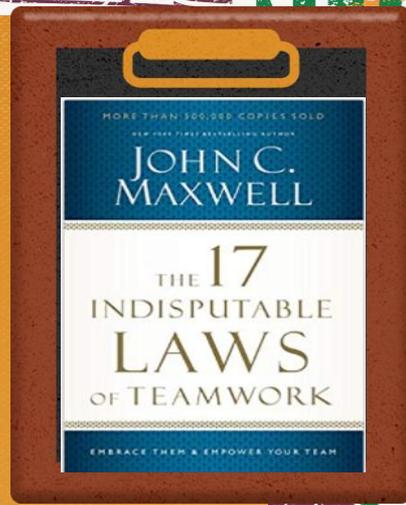
**“Individuals play  
the game, but teams  
win  
championships.”**

- Bill Parcells

# Teamwork



- Teamwork is at the heart of great achievement.
- Teams provide multiple perspectives.
- Only secure leaders give power to others.
- Publicly honor team play.
- High morale gives a team energy.



# Champion

## Develop Team Members

Determine what people on your team need based on the following categories:

- **Enthusiastic beginner** - needs direction
- **Disillusioned learner** - needs coaching
- **Cautious completer** - needs support
- **Self-reliant achiever** - needs responsibility

# START, STOP, CONTINUE FEEDBACK

## START

- Things that are not being done, but should be
- Things worth trying

## STOP

- Things that are not working or helping
- Things that impede or are not practical
- Things we dislike

## CONTINUE

- Things that are working well
- Things worth continuing to see if they're worthwhile

# START, STOP, CONTINUE FEEDBACK

## START

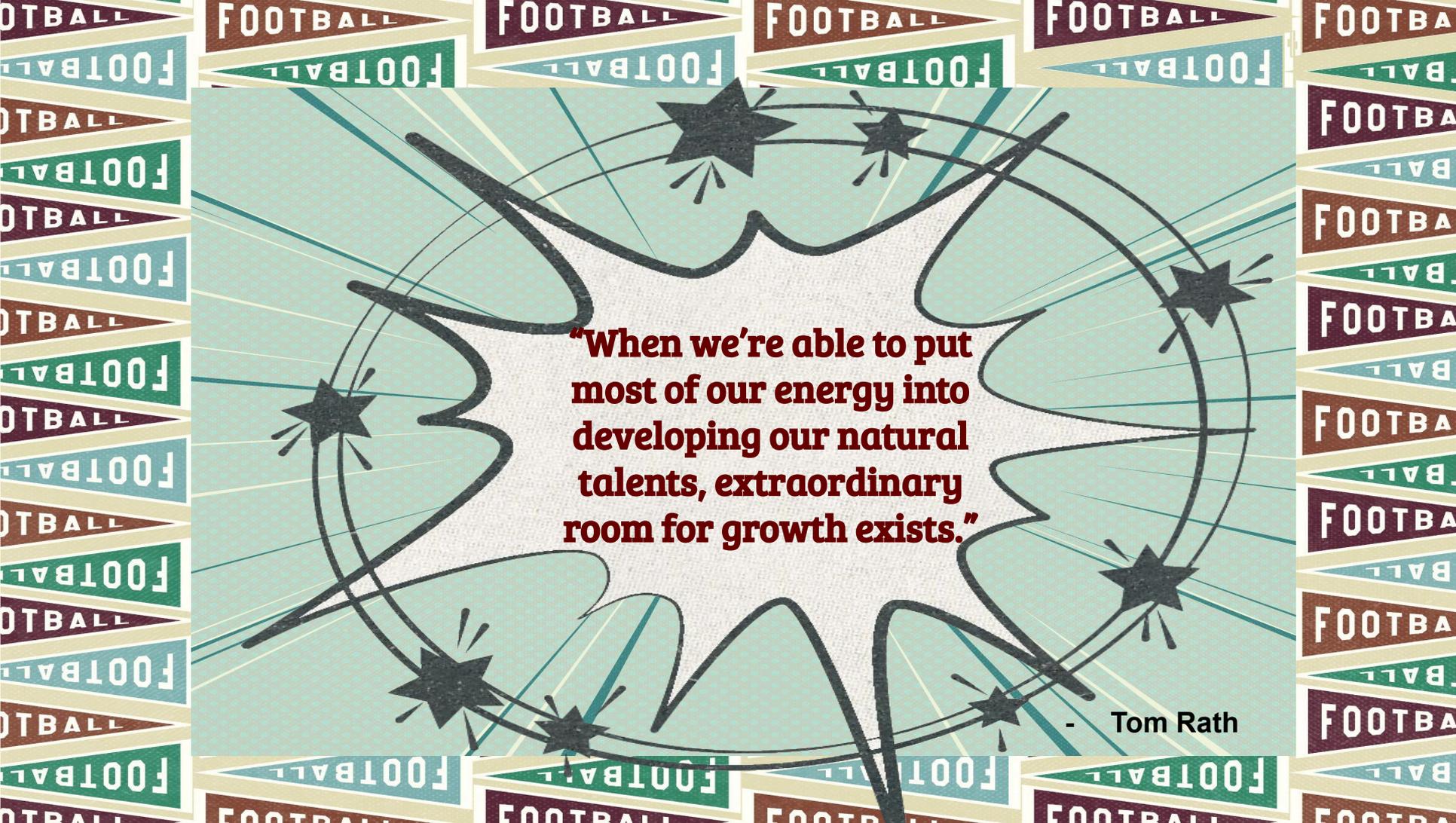
- Create weekly newsletter for CTCs

## STOP

- Sending so many emails to CTCs

## CONTINUE

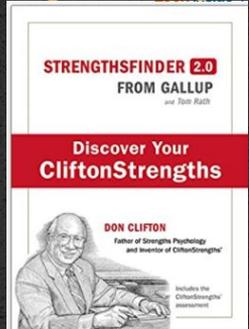
- One-on-one campus visits for new CTCs
- Bi-weekly trainings/check in zooms



**“When we’re able to put most of our energy into developing our natural talents, extraordinary room for growth exists.”**

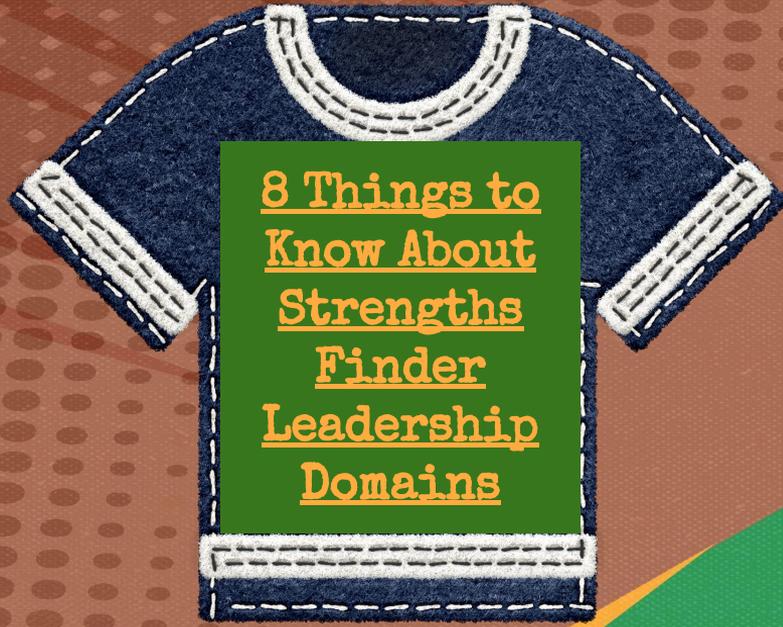
- Tom Rath

- Partner with someone who has more talent in the areas in which you are lacking.
- The key is for you to be aware of your potential and your limitations.
- Individuals need not be well-rounded, but teams should be.



# Four Domains of Team Strength

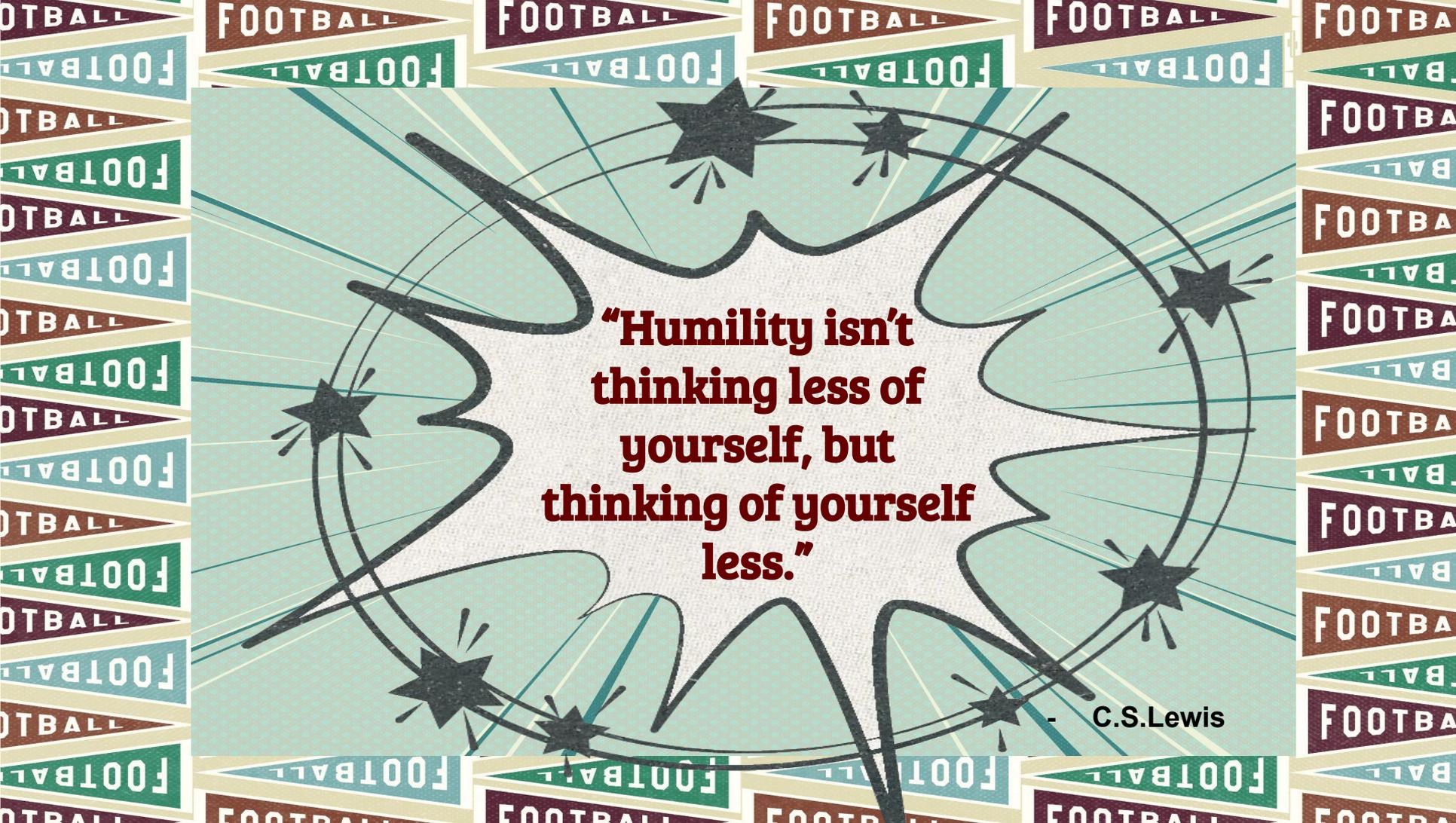
Executing	Influencing	Relationship Building	Strategic Thinking
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>



SCORE



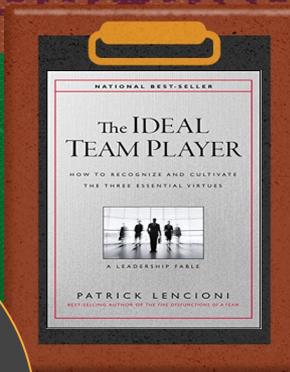
TOUCHDOWN



**“Humility isn’t  
thinking less of  
yourself, but  
thinking of yourself  
less.”**

- C.S.Lewis

# The Essential Virtues of an Ideal Team Player



## HUMILITY

Great team players  
share credit

## HUNGER

Self-motivated

## PEOPLE SMARTS

Listen & stay  
engaged



HUMBLE

HUNGRY

IDEAL  
TEAM  
PLAYER

SMART



**When team members are adequately strong in each of these areas they'll be more likely to be:**

- ❖ **Vulnerable and build trust**
- ❖ **Engage in productive but uncomfortable conflict with team members**
- ❖ **Commit to group decisions**
- ❖ **Hold their peers accountable**
- ❖ **Put the results of the team ahead of their own needs.**



**Application**

## Primary Applications of the Ideal Team Player

### 1. Hiring

- Talk with candidates in a room with multiple team members. This allows us to debrief more effectively.
  - Ask them what others would say about them.

### 2. Assessing current employees

- The most effective way to assess employees is often to ask them to evaluate themselves.
- Have them rank the 3 virtues for themselves.

### 3. Developing employees who are lacking in one or more of the virtues.

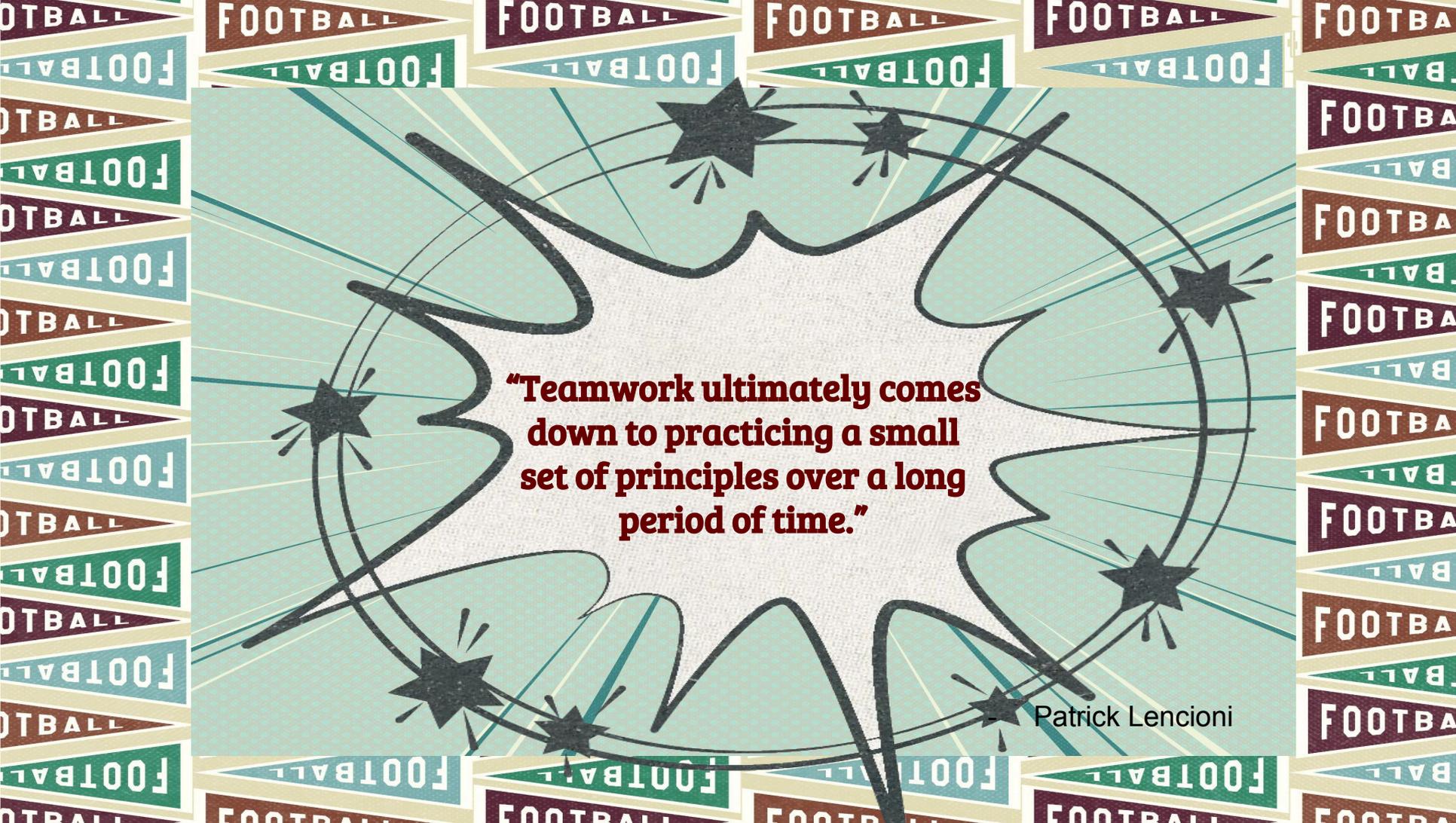




Just finished the Ideal Team Player?

**TAKE THE SELF ASSESSMENT**

**Self Assessment**



**“Teamwork ultimately comes  
down to practicing a small  
set of principles over a long  
period of time.”**

Patrick Lencioni

# The Five Dysfunctions of a Team

01

Absence of Trust

- Stems from their unwillingness to be vulnerable
- Unwilling to admit their mistakes, weaknesses, or need for help

02

Fear of Conflict

- All relationships require productive conflict in order to grow
- The purpose is to produce the best possible solution
- Commitment is a function of two things: clarity and buy-in
- Great teams ensure that everyone's ideas are genuinely considered

03

Lack of Commitment

- Refers to the willingness of team members to call their peers on performance or behaviors that might hurt the team

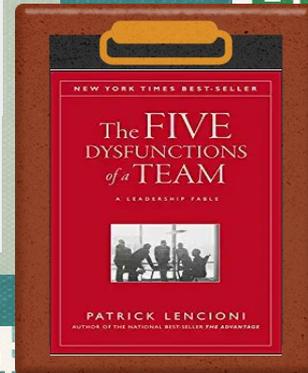
04

Avoidance of Accountability

- Occurs when team members put their individual needs above the collective goals of the team.

05

Inattention to Results



# To begin improving your team, ask yourself:

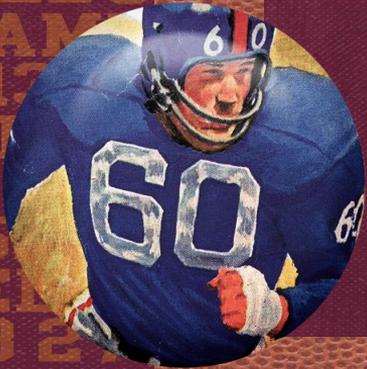
1. Do team members  
openly and readily  
disclose their  
opinions?

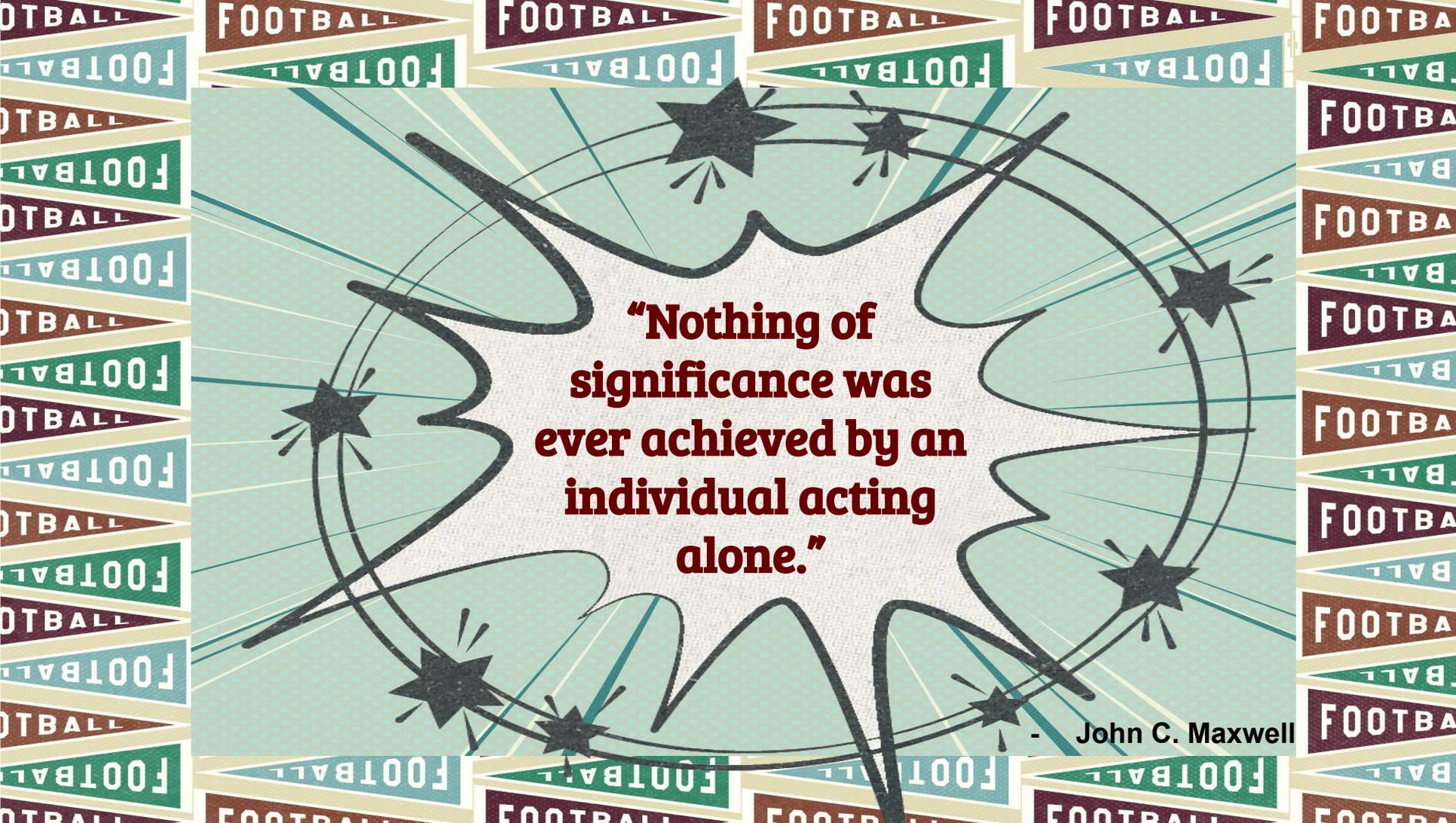
2. Are team meetings  
compelling and  
productive?

3. Does the team  
come to decisions  
quickly and avoid  
getting bogged down  
by consensus?

4. Do team members  
confront one another  
about their  
shortcomings?

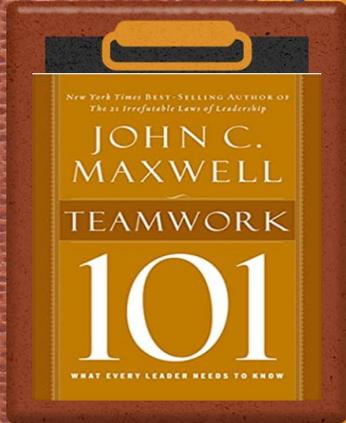
5. Do team members  
sacrifice their own  
interests for the good  
of the team?





**“Nothing of  
significance was  
ever achieved by an  
individual acting  
alone.”**

- John C. Maxwell



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The  
impact of  
teamwork

1. Teamwork divides the effort and multiplies the effect.
2. Teamwork is not about you.
3. Great teams create community.
4. Adding value to others adds value to you.



# THE POWER OF TEAMS

- ❖ Teams provide more resources, ideas, and energy.
- ❖ Teams provide multiple perspectives.
- ❖ Teams share the credit for victories and blame for losses. This fosters genuine humility.
- ❖ Teams keep leaders accountable for the goal.





**How to  
grow a  
team**

If you are leading the team, one of your most important responsibilities is to see the potential that people don't see in themselves, and draw it out.



**#1**

# WHAT IS YOUR ATTITUDE TOWARD GROWTH ?

1

I have already grown.

2

I want my people to grow.

3

I'm dedicated to helping my people grow.

4

I want to grow along with my people.

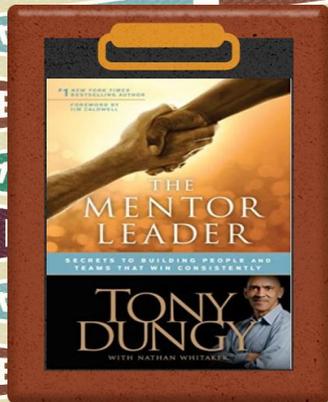


# Action Item

Determine to keep silent about yourself and praise others for 2 weeks.  
Find positive things to say about people's actions and qualities especially to their superiors.

**Put completing teammates ahead of competing with them.**

COMPETING	COMPLETING
Scarcity mind-set	Abundance mind-set
Me first	Organization first
Destroys trust	Develops trust
Thinks win-lose	Thinks win-win
Single thinking	Shared thinking
My good ideas	Our great ideas
Excluding others	Including others



**“Teamwork:  
Simply stated, it is  
less about me and  
more about we.”**

- Author unkown

**Steps that will help you mentor others  
while you lead them to reach their potential as team members:**

**Engage**

Good leadership means getting involved

**Educate**

Hands-on, one-on-one approach

**Equip**

Provide the tools and equipment needed

**Encourage**

Mentor leaders care and lift others up

**Empower**

True empowerment is preparation followed by appropriate freedom

**Energize**

Energize your team's efforts by believing in them

**Elevate**

The ultimate goal of every mentor leader is to build other leaders



Relax BOB!  
This is the latest exercise in  
"Teamwork Building"



## **Icebreakers & Team Building Activities**

1. Roll the Dice... Share a Story!
  - Roll 2 dice. If you roll a 2 and a 5, you can either answer questions 2 and 5 or add the numbers together and answer question 7
2. Unique and Shared Icebreaker
3. Share one photo from your phone that's your favorite and tell why.

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3-2-1  
Reflection

**3**

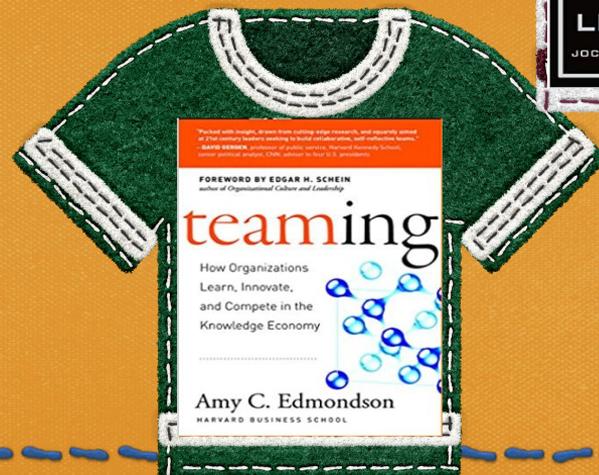
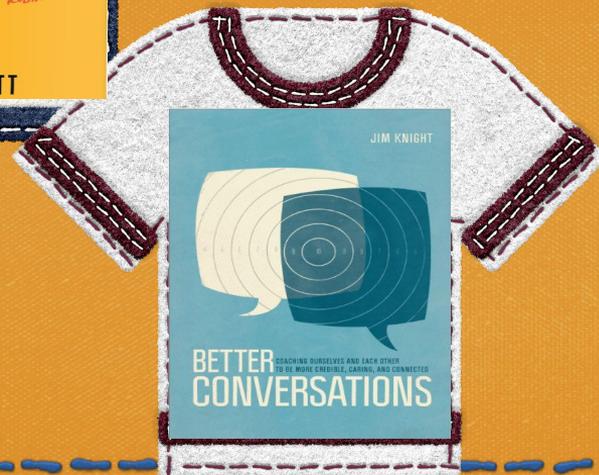
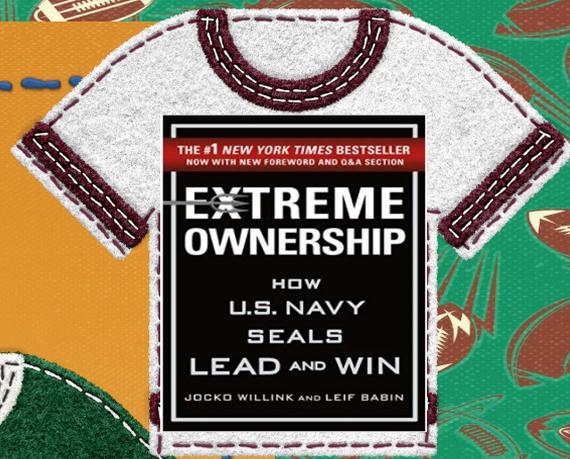
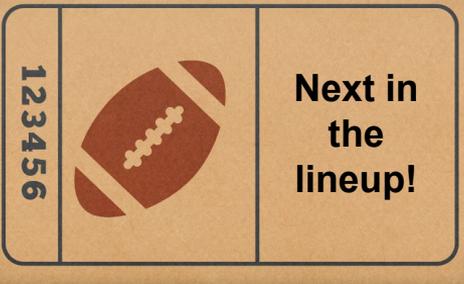
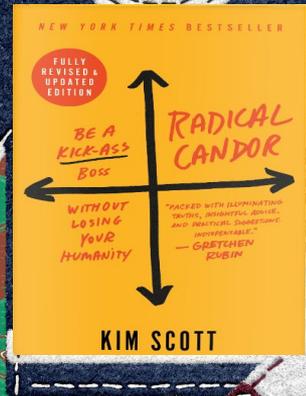
List three important ideas you want to remember.

**2**

List two things you will explore further.

**1**

What one thing will you do immediately?



GAME DAY GAME DAY GAME DAY GAME DAY GAME DAY



**Thank You!**

**Please reach out if you  
have questions!**  
[easthamj@friscoisd.org](mailto:easthamj@friscoisd.org)

