

FROM ME TO WE: MINDFUL TACTICS FOR BEING A VALUABLE TEAM MEMBER

Good afternoon. My name is Heather Walker and I'm excited to be with you today to talk about, team and how it's a group effort. It's a wee effort. My name is Heather Walker. I am a certified health education specialist with over 25 year's experience in the corporate well. Arena. It's been a various jobs and responsibilities. I love to work with individuals on their health and well-being goals, And making healthy.

Habit changes. So let's get started. Today we're going to talk about from me to we. Great title. A team is made up of individuals, but you must work together, communicate together.

To be the successful team that most of us want to work with be a part of, and exceed and conquer the different goals and deadlines that we all have. I'm here today as part of your employee

And I'm anxious to get started, so let's jump in.

Today's objectives is really to look at and describe effective teamwork. What does that look like? What is your definition? Again, it's the me and the week that we're bringing together to make the team work and each individual bring their specialty, bringing what their idea of an effect.

Team is, and if we can talk about it and find ways to incorporate everybody's different views on the subject, we will have the team that comes together that supports each other, that you really feel comfortable and driven to be a part of. We're going to review barriers to collaboration and achieving team goals. A lot of what we'll talk about today is not only.

Geared towards the work team. This could be your family dynamics. This could be your community outreach dynamics, your dynamics with friends. Again, the collaboration and how we talk and work together to get things done, whether that be in our professional or our personal life.

Suggest ways you can contribute to the success of the team. So, we again all come with different sizes, ages, different educational background, different cultural backgrounds, and what is our expertise, what makes us shine, what is our passion that we can bring to the table?

Mixed together with all of the other components with the other individuals and have the strong team that we want.

We're going to identify four steps to creating a team brand. This maybe something that you haven't really thought of before. What is a brand? What is a team brand? What is my team brand? What does that look like? What do we want to.

Eminate when others look at us. What would be the name that they would think of? Are we dedicated? Are we enthusiastic? Are we cutting edge? Those type of words are, are branding, are what we want to look like on the outside to those that.

Outlook inward towards our group.

And we're going to wrap up towards the end with an kind of a thought activity that you can take away today. We'll spend a few minutes in live session virtually, of course, but, it maybe questions that you

want to take back to your team and answer during the next team meeting and get that feedback and start.

Start the dialogue as to how you can open and.

And identify ways, identify the areas that your individual team may need to work on to become more strong, more communicated, more seamless in your discussion, your, outlooks towards things.

Etc. So what is your team culture today? And the great part of this is today is a snapshot, but it can be also day one. What do we want it to look like? Here's where we are now, and how.

What does it compared to what you want? Have you been in the situation where you had a great team dynamic, a great.

Way you communicated, the way you supported people or you may currently be in that setting and say, you know, I think we're spot on. Let's get stronger at this component. This is what we may want to look at. How do you want your team members to behave? So how do we want to treat each other? I did.

Really you want to have honest, open communication. We want to support each other. We want to support our differences. We want to see how the differences between the team can actually create stronger interactions, stronger relationships, which means a stronger team.

With more productivity, more passion around what they do together. And 3rd bullet, but really maybe one of the most important is.

Collaboration and trust. The trust and collaboration is extremely important when developing a team, when looking at maybe where there might be some cracks and what we can do to revisit.

How we can redevelop the trust and collaboration. Again, it's the honest communications, being willing to, put yourself out there, let people know, you know, you're feeling this way and how can we correct that? How can we make it better? Is through.

Through communications, the way we talk, the way we respect each other and the way we can really.

Make a better culture, a bit better environment for all of us. So section one, we're going to take a deeper dive. What are the aspects of effective team work? Are these areas that you can currently look at your team and say, I'm doing where.

Doing a really great job. Me as an individual and me as a fellow teammate. And if you feel, well, maybe there's some things that we could work on, make that your goal. Talk to your fellow teammates. Let's put some awareness. Let's put some words around the.

Action as to how we're going to, improve awareness and acceptance. So we've talked a little bit, you know, we have strong personalities. We have.

Introverts, we have extroverts. We have similarities as we have differences, and what makes a really great team is individuals that identify those, and works within those. We're all going to be different. We, have visual.

Learners. We have people who make quick decisions. We have people who like to sit and think through the process. And by matching all of those different personality types, the way we learn, if we have the ability to listen, identify where we.

To Fit in with each other, we can make a stronger team.

I'm Identifying common ground. And again, this kind of goes back to the awareness, but being able to accept and respect others for who they are, they're bringing you hope and we all want to genuinely feel that everybody is.

Bringing their best selves to the table with best selves to the team project, and have the, the, the respect and the kindness to accept that and respect everybody for their own ideas, their own opinions. And we'll talk a little bit more.

About that later. The opportunity to feel useful and successful in what we do. We all, and not only work but you know, in the community, in our family, in, you know, whatever, where our passions lie, we want to feel useful and successful.

So you really want to kind of take that bird's eye view when you're together in a meeting or you're working on a project and you want to see, you know, is everybody involved in some aspect? Are we getting everyone's voice? Are we getting everyone's opinion so that you do.

Do feel heard and you do feel a part of the team.

That acceptance, that support that you feel from other people around you builds the relationships, builds the trust, which is important to maintain a high level team. And lastly, a willingness and ability to work with others. So, it's.

Kind of the analogy of the sandbox. Let's all get in there and let's determine how we're going to play together. You're going to have different, again, personality types, but.

At the end of the day, we all have the same goal. We should all have the same passion and mission around what we want to accomplish on a daily, weekly, you know, and a three or four month deadline, project. At the end, we all want to be successful by supporting.

Supporting each other, supporting ourselves and having a great product, from our.

Team working together. Positive reinforcement is huge, I think. Some people are great at it and some of us need to look at reframing our thought or reframing how we visually or.

Collaboratively talk to ourselves and others. So working with a positive as attitude, it's hard not to smile.

At someone when they're smiling at you. Of course we're not always a hundred percent, you know, spot on, happy, everything is great, but really your mood, your attitude, your reaction can be contagious. So.

When all possible, have it be positive. You know, we can choose how we react to things around us and if you can teach yourself to react in a positive manner in a.

In a place of empathy where you're assuming that the person is doing the best that they can, you will be happier and then again that is contagious and that will work through your other team members.

Believing in others, we've got to trust our team. You were put together. There are reasons that you're a group. You support each other and you really want to believe that the people around you are going to be there for you when, when, when they need you the most.

And again, this could be.

On a business or a work setting or outside of that. But really believing in others and and and trying to remember that, you know, each day everyone is truly trying to bring them back their best self. They're trying to do their job and do their job well.

Lends to a great, support system and a great team setting.

Persuading a bee with honey. So let you know find that kindness, find that, you know, the the empathy that we all have. Look for ways of, you know, completing deadlines, helping others in a way that makes them feel, appreciate.

Supported. And in that, again, the positive light, how can we look at maybe a stressful deadline or a project that we're not sure where to start or in what direction we're going? Looking at that in a positive light can really change the dynamics and how.

The inner workings of the day to day tasks to complete the deadline.

Comes the comes across. And always if you have the ability taking the high road, sometimes this is easier than others. Sometimes this maybe, you know, let's take a break from this discussion and we'll come back and revisit that later. Again, it's part of your comfort level.

Your trust level with your team, the ability to say, I agree to disagree, but not making it more than.

It needs to be. Always be the person that can take the high road. So conflict resolution. So many of you are reading along with me or just heard me say, the just the words conflict resolution can.

And kind of make a little churn in the stomach or make you feel a certain way.

It's uncomfortable and the layer or the level of uncomfortableness varies from person to person, but teams that handle constructively and are more resilient and productive when they talk through.

Conflict. And conflict can be a wide scope. It could be the way an email is interpreted. It could be the delivery of a message. One person takes it one way, one person takes it another.

It's the opportunity, although uncomfortable to talk to your coworkers. Again, you can use these points outside of the work setting. But just to say this is difficult for me to talk about. I'm uncomfortable with our.

Our discussion on XYZ.

Allow yourself to stretch your, your personality, and move into that uncomfortable space because once you've put that message or put that thought out there.

You are allowing people to understand you more and that education makes you a better team. You know each other better. You will be able to rebody language better. Again, it's not sometimes it doesn't feel good, but.

You will leave the situation with the thought and that.

The inner kind of piece of knowing that you expressed your opinion, you were heard, which sometimes is all people really want to have recognized that, you know, I did have a voice.

You may not always get the answer or the resolution that you intended or wanted, but you will feel much more engaged and part of the process if you are willing to work and speak.

And talk through any conflict that you may have regarding a fellow teammate, a process, a way of doing things, just feel more empowered to.

Address any conflict, wherever that maybe in your life. I myself, I am not the, the conflict resolution person. So for me, I physically have to write it down on a piece of paper, and I'm fairly new, actually two years into my most recent work group.

So they know when I come to the table or I come to the Zoom meeting and I have my pad right in front of me, they know that I, I want to talk about something that.

Either I am conflicted or about or, you know, has upset me, but the fact that I feel more comfortable bringing that forward now makes me feel like I've grown as a person. I've grown as a teammate, and I've grown as a leader. I think that's an aspect that we all need to.

To keep in mind too regardless of what our work title is or what our role is in our family or in our community. At all times there's someone who's looking.

To you towards you as a leader, and, and, and be proud of that. You know, show that you can grow. We can always learn. It's never too late to say, hey guys, I think we have a great team, but how can we make it better? How can we support each other? And.

Sometimes just the discussion can open up a whole new realm of ways that you can support, make your team better, stronger, and, and that is a positive for you and it's also a positive for the work and product productivity of, of what you do.

So now we've kind of looked at the things that we can take a deeper dive in. Let's look at, let's push ourselves, be more commutative, what can we do? Now let's look at the barriers cause these are also things that we can.

Genuinely put focus on and work on and you know either lessen the barrier or with teamwork, we can find a way around it or make it less impactful, and slowing our productivity down. So what are some of the commons? This is by all.

Means not a all inclusive list. And if we were together today, we, you know, you may have an experience or a previous job responsibility that you ran up against barriers and to share that.

In meetings to share that with people that are younger, people that are older, gives you the opportunity to teach it's a teachable a lesson. So please use your experiences and things that have made you stronger as a person, as a team member.

And as a teammate, because all of those are learning opportunities that we can share with each other.

Communicate communication breakdown is probably, one of the top three for sure. And again, it's the lack of communication, but not only that but the misunderstanding or.

Not receiving clear communication can lead to conflicts and missed deadlines. So, I'm sure if we're kind of sitting back and reflecting on a a recent team deadline or a team experience, how many times have we been in a meeting.

Meeting and we're all, you know, sitting at the same table, hearing the information the same way, the same time, but you walk away and then maybe some of the smaller conversations outside of the larger.

Team meeting is completely different ideas of what are our marching orders? What, what are we doing? What is our goal? What is, you know, where how are we completing this task?

And how much easier maybe a little more difficult, maybe pushing yourself a little bit out of your comfort zone, would it be if someone raised their hand and said, you know, my understanding so, you know, just so that I know and I can manage my expectation.

Questions and your expectations of me and our team.

Can we clearly list, you know, what our deadline is or what my responsibility is? Seeking clarification is not a bad thing. It's not a bad thing. You know, many times you'll hear that it takes multiple times in multiple different mediums.

For people to kind of actually capture the whole picture. So that maybe.

You know, visually seeing the person talk about it, actually hearing the person, talk about it, seeing it in writing. So you may have a follow up email, you know, maybe you have action reports or, you know, you're working on a doc, a document where you're all putting in when you meet your, your deadlines. The more we can.

Communicate the more we share, the more we see, the more clear and defined.

Deadlines, goals, missions, priorities are. So never feel bad for asking for clarification. And if a stretch for you at this point is sending an email, you know, hey, I just wanted to recap the meeting today. My understanding of.

My 1st goal is to do XYZ. That is your 1st step into asking for clarification, for asking for help if you need more information and people will appreciate that versus coming back weeks, months later and say.

Saying oh here's my final product or, you know, here's my report. And then.

What you thought you understood is very different than what was expected. So ask those questions early in the process and circle back if you have to ask again, you should have leadership and fellow teammates that want to support you and when you do well, the team does well, and the team does well.

So it's recognized, so it's a great way and an opportunity to just say hey guys let you know, let's make sure we're all on the same page.

Kind of what rolls into that is, is the ambiguity between what is my role versus Terry who's sitting here and Tammy who's sitting there, you know, we all heard the same message, but what is Heather supposed to do? And then when I toss that over.

To Tammy, then she's going to pick that up and do that. What, how do your individual, how do me in the wee of a team?

Work together to finish this project. What is my clear role? Because it's frustrating when, you know, you're three or four days in and you come back to the table to kind of have a check in meeting and you find out that all three of us have, you know, researched, created the.

The Excel spreadsheet and prioritized because that's what we thought we heard our responsibility was, but then.

Now we've had three of it and we haven't moved the project down the line as far as accomplishments. So always ask, and I've and I've been one to say in an effort not to duplicate, can you please, you know, reiterate, can you define what my role is? So I will take this part and I'll.

We'll hand it over to teammate A again, it's not a bad thing to ask questions.

If you have questions more than likely, somebody else in the room has questions and they're going to appreciate that you were the person that raised the hand, sent the email, stood up and, and asked for the clarification. Again, we talked about this earlier, but the lack of trust between a team.

Can really be debilitating, because if you don't trust that, you know.

Here's my component and I'm going to share it with my team member, and you're really nervous and are they going to do it? Are they going to meet the deadline? I don't want to share my thoughts because I don't want that, them to get credit for my thoughts though those type of internal discussions that we're having.

That's when you need to step back and say, hey, as a team.

Are we going to meet this deadline? How are we going to work together to meet this deadline? These are my strengths. I know those, these are your strengths based on, you know, our years time together. Let's work together to do that. And when you do that, when you ask those questions, the trust bills, the relationship.

Gets stronger and your team gets stronger. And as that strength continues, you will find the dynamics of the in and out, you know.

Supporting each other, asking for help when you need it. People knowing you need help when you're not asking is a, is a true example of a team that's really close and has the, the, the, the trust component.

I'm really locked up and I think that's key when you can really look at somebody and say, you know what, I I'm not sure what's going on, but what can I take off your plate today so that you can meet your goals, your deadlines or just give yourself a breather?

So we we've got a few more barriers, but these are all ones that we've probably experienced before in our history of working. And again, a lot of these, I would say barriers are not again just work setting.

Again in some aspect we're all leaders and ineffective leadership can really result in confusion, lack of direction, not know even knowing where to start. It impacts your motivation. I mean, have you been on team.

Meetings where everybody just looks like, it's the Monday of the Monday mornings, and really the accountability of the whole team. If you're a true team and you work together, do you want to be confident?

That you can reach out and say, you know, hey, this, this isn't working. Let let's revisit this. Where's our motivation? And a lot of times it's just asking that, hey, guys, let, you know, let's, let's touch base. Let's have a, a 2nd and ask how you're doing, you know, where.

Where is our motivation? Are we all going to be, you know, cheerleaders at the table at the table at the same time? No, that's why we're a team so that we can pick each other up when a person's having a bad day.

And again, I think if we think of ourselves as there's always someone looking too and towards us as a leader, continue to grow, continue to educate yourself so that you are a stronger leader. You are a leader with empathy.

The you are a leader that the people that you're standing in front of want to mirror.

And if you feel like that may not be where you are, ask for feedback. I mean, I think one of the greatest things ever is when someone who leads other people ask, you know, how, how am I doing? What would you like to see? What, what are the characteristics of a leader that.

Just to you is.

The cream of the crop, again, and it all circles back to being confident, and empowered to start the conversation. And again, lastly for, for the barriers.

The constraints. And again, I think this one is especially true for the workplace, for our private lives, for our roles in the community, all of these things that we're responsible for, there's limited resources. There's and there's only some.

How much time NO matter all the technology that's created, all the great things that we come up with, you know, year after year, there are 24 h in the day and there's seven days a week. We're not going to get more time.

And we want to make sure that the time we have at work is engaged a hundred percent on target for what our goals, what our mission is, and when we leave work and we transition into our personal and our home life, we want to make sure we have just as much productivity.

Just as much energy.

Just as much passion when we cross into that realm. You know, we, we technically spend more time at work, so we want to be surrounded by those people that we do that we do have similar passion, that we do have a mission that we have agreed upon.

Together that we want to be successful at, and.

Resources, ask for help, whether that's at home, whether that's reaching out to your employee assistance program, whether that's reaching out to a teammate saying, hey, can, can you help with this today?

We're all there and once you ask for that help and get it, again, you are just layering and increasing the amount of trust that you have across your team because you know that they have your back and vice versa, you have theirs.

So how can you as an individual create, and contribute and be the team member that's going to just elevate and continuing to make your team better? Communicate, communicate, communicate, talk, talk, talk.

Make an effort to communicate clearly and I think this is the most important part. Listen actively and what does that mean? That means when you finish your conversation and they are responding, you are listening. You aren't thinking about, ok.

They're asking me this, how am I going to respond? You are listening. And sometimes this can be difficult for people.

And that's ok too. I would, you know, again, it's just your ease of saying and being comfortable with. I hear what you're saying, and this is what I can do. I hear what you need. This is what I can provide.

Just actively listening and making sure that you're the person that you're talking to is engaged in the conversation.

Clarify expectations. We've talked about that a little when it comes to, you know, what barriers maybe, but for you as an individual, what are your expectations for yourself, for your team?

For your PDP if you have performance development plans, being able to communicate and clarify what you want, what do you want to drive for? What do you want to learn this year and how can.

Now.

As an individual learning and doing new things, make my team better, make my team more cohesive. Take the learnings and share those with your team. When you're doing things, when you're getting clarification, share those, share that clarification.

Again, if you're in a group setting and you can ask and everybody hears the answer, that's ideal, but if not, you know, it's great to have those follow up recap. You know, based on our conversation, I want to share with the team that, you know, XYZ is going on and this is what.

Is expected of us. Just clarify, ask the questions. And again, any opportunity that you have in building trust, being supportive, being reliable, if you're going to ask somebody.

Hey, how can I help you today? And they give you a task, complete the task, make them feel supportive that you're, you're there for them, that you're reliable, that you're respectful. A lot of times things from the outside of the work.

Okay.

Sphere may impact what's going on at work. And your colleague or your teammate may or may not want to share, feel comfortable to share and then that's ok. Again, you've asked, they may or may not share, but the fact that you reached out and said.

And hey, if you need me, if I can support you, if I can take this from you, you would make the deadline.

Makes them feel supported, and kindness goes a long way. And I think an important part of that that kind of is the trail end of, you know, what we're saying today on the slide is to be open to feedback. If you're open.

To other people giving you feedback, you can make leaks and bound changes in, you know, your approach or maybe how you're speaking to someone and you're not aware of that. Maybe people feel like you don't trust them with bigger projects. If they give you.

That feedback then share, well this is why I feel this way and start that conversation so you aren't bearing all the brunt of, you know, a work assignment or, you know, you may need.

A five to 10 min break just to kind of reset and have that mental break during the day. But if you have a trust and a built with a team, with a teammate to say, hey, I just need a minute. Can I take a quick loop around the building? Those.

These are the type of things that are impacting.

The trust level of your group, of your team. It's also helping you with your mental clarity, your health and well-being. So, all of that is a good part of taking care of you and that takes care of the wee when you take care of yourself as an individual.

More ways to contribute. So, taking initiatives, so we all know that we're sitting in the group and there's typically four or five people, the four or five same people that are sharing ideas, sharing potential issues.

This may happen if this happens, this is the consequence, and we may have the equal number of four or five that are there quietly, you know, in their head thinking, oh, and this may happen and this may happen. Take the initiative again, it's around the communication component.

A lot of times if you're newer to the team, if you're younger and you don't have the experience that some of the older workforce may have, you may be hesitant to share your ideas or what you think might be.

To be successful again, it's always easy just to reply to all and recap, hey, after I had the opportunity to kind of let the meeting and our discussion sit, I was thinking about this idea. If you're not ready to share it with the whole team, go to your leader, go to your mentor and say, you know, I did.

Have this experience or I was thinking this might be a productive way of doing it. Share your ideas because a lot of the initiatives.

The things that will increase productivity and save time are those thoughts that kind of go around in our head that we aren't comfortable kind of sharing with the group yet? So, look at ways that you can help the team, help the, you know, the final.

In game, what, what are we going to accomplish and how can we do that together faster, be more productive and, and still support each other? And the big thing and most teams are already really good at this, but.

Ask team members, who maybe struggling with a certain task, can I help you? They're not trying to, you know, take that responsibility away from you. They may genuinely have an easier, better way to do it. And once they teach you.

They've been a great leader and now you have a new skill set. So, offering support, again, not only in the workspace, but just say, you know, hey, I know something maybe going on with a family member. Can I help with this or, you know, I can type up the notes from today's session.

And if you need to leave early to go.

To a doctor's appointment, those type of things, again, building the trust builds the relationship and those relationships are what create the strongest teams. So, what is a team brand? What does it look like? So, in larger corporations.

Or, you know, kind of departments, I don't know that people really look at like what is our brand, but really it's what kind of the face of who you are, the, the name, the one word that you want your group, your team members to identify with. What is the brand?

And who do you want to be? What do you want to be known by?

And with that comes a reputation and you want to maintain a good one. We all do. So how do you as individuals fit into the brand? So, we all are individual, but we come together as a team and who are the strengths and how can we help.

Where the deficits are and how can we support each other. And a key thing, we've mentioned it, you know, several times already is seeking feedback is a great way to learn about yourself and how you are perceived, whether that is as a leader, as a team.

Team especially if you're in an area where you may collaborate with other teams and the kind of the larger realm of the business. You know, that can get a little bit more tricky because now you're expanding the number of people that have to.

Clearly, communicate and determine and define expectations. But again, asking the questions, being open to feedback, communicating will always allow you to revisit and really see where each other.

Everybody stands.

So, if we were here today, we would stand up and move. We've been in the session for about 30 40 min, get our blood flowing again. But today because we're virtual, we'll just kind of reflect on this and I encourage you to really take these questions.

Back to your team, back to your family, back to your community organizations, and ask these questions. And really, it's not something that you want to sit and dwell on because the 1st word or the 1st quality that pops in your mind, is something.

That you have a connection with, it fuels your passion. It identifies your mission. And so in the workplace, you know, what is it that you do in and out?

That brings you joy, that you have passion for. What is excited about your job? And without overthinking it, what's the 1st word that comes to mind when you think of your team brand? So we just kind of looked at what it means to have one, what would be that 1st word that pops? This is a great.

Icebreakers. So, you know, if you are the person that organizes team meetings or, you know, we're or towards the end of the year, come back in January and just say hey guys, like.

We're starting now, new year. What does our brand look like? What's that word look like? And just stand up on a board or put post it notes and put those words and then read those words out loud to each other where everybody hears.

What all the individuals think. One interesting thing is you may have duplicative words, so that means ok we're we're teaming it. We're, we're, we're there. How can we build on it?

2nd question to ask yourself and your team, if your team is known for one unique quality, what is it? And if not, what would you want it to be? So you're in a, in a workplace setting now, is there a team or a group that really resonates with you? Is it the way they talk.

To you or each other. Is it the final product that they provide? Is it the support that they give their customers? Look a look internal.

To your team and look outside, whether that be in your workplace now or in the community or past workplace experiences. And what was it that really resonated with you that you thought man, that's really a great team. I'd love to be a part of that. You know, this is what makes them.

My great team and I hope that I can always nurture that and bring that to any team that I'm involved in. A very unique question that could get.

Really great responses that starts the conversation. And again, I think it kind of circles back to the feedback and the willingness to, to listen, to really give yourself the time and the and the space and the opportunity to have these discussions as a group.

Really will make you feel more included moving forward with, you know, discussions with demands, with how work is divided, with how you're supported, with how you can support other people. And the last question to kind of think about is.

My vision for my team brand is to be known as. So in this one where we're looking at my me, what is my team brand? Because we all bring ourselves to a larger group and we want to make sure what we're bringing is positivity, engagement, empathy.

Those type of things where the people around us feel energized. Are you bringing energy? Are you the person that, you know, comes to the table and immediately everybody is, you know, there's.

A new sense of kind of the buzz, the energy, like what are we going to tackle today? What are we going to do? If you're not that person, teach, learn, find ways, look at classes, find mentors that are doing the things that you want to be doing. And with that, you will grow and learn.

And be that for other people.

So st mistakes to avoid. So, you know, don't come up with a tagline, you know, a one word and then kind of write it on the table and walk away from the meeting with, you know, kind of the aisle roll or, you know, nudging the person beside you with the elbow.

You want to make sure what you decide on as a team is something that everybody's on board with. Everybody shares the passion. Everybody shares the excitement. You don't have to share it in the same way because I'm going to bring my excitement to it and.

And my skills to what my subject matter is, what I'm the expert in and then Tammy is going to bring hers, and then when we all get together around the table with what we.

Really job with and where our passion is. We're going to be a team that just is explosive with ideas and solutions. We're not going to think of what we can't do. We're going to think about what we can or how we can. And that's where you want to be.

Don't just wing it. Don't just be, you know, on the bus just because everybody else is on the bus. I like to really highlight the being the yes person. So a lot of times you will find groups that, you know, there's just always that person. Yes, that sounds great. Yes, that sounds great.

But you really want to be.

Is that true to how you feel? And again, it goes back to the, to, your empowerment to, to talk, to discuss. It's ok not to agree with everybody. I think what is important in the ground rules that need.

To be set within your team is you can agree not to agree, but this is what it looks like. You know, we're not going to be yelling at each other. We're not going to send emails with all caps or, you know, whatever those other kind of buzz things that really can aggravate and kind of turn.

Something that maybe very little or something that was actually.

Misunderstood into a much bigger problem. Stop those things. Stop that discussion, stop that cycle before it gets bigger than it needs to be. Hey guys, this was a complete misunderstanding. Let's talk about it.

Have greater concern for quantity than quality. We always want quality. So if we have to slow down, if we have to ask for an extension, if we have to bring more people in to make a deadline, at the end of the day.

When you turn in, you know, your product, your paper, your report, whatever that maybe, you want to be giving the best of yourself and your team. And, if you concentrate on the quality.

As you're going through that, then you will feel confident that you're putting forth and offering the best that you can give. And lastly, the I want to say this is the smaller one but running from responsibility.

Take sometimes we need to take or think of the idea of responsibility as a learning opportunity, and, but at the same time, I think responsibility and kind of being the yes person can also become overwhelming.

We can say NO.

But I'll the caveat is that we are in the work setting. So, you know, can it be I can't complete this by this deadline because A, B C If Heather can take B and C I can complete this by the deadline and complete. Again, it's not running from responsibility, but communicating. I have this on my plate currently. I would love to take this responsibility, but what can I take off my plate or what can I share from my plate so that everybody is satisfied, and all things are completed?

An important one. And this is especially true in any goal setting that you do again, whether it's work, work working with family, kids, direction and assurance that everyone is on the same page and.

Following the same set of plans. So this, you know, reflect back to when we were talking about earlier, ask the questions, seek clarification, identify what your individual expectations are and the team's expectations, and then you're not worried about if Sally's going to get.

Her part done before it comes to you to meet the final deadline. We all have the trust, we all know what we're responsible for, and we know what we need to do.

A sense of person purpose and value. A lot of times people will ask, well, I don't really know that I have that commitment or purpose when it comes to our work, our work life versus maybe something outside of work. But there is something.

Around the passion, the value that you are bringing to your workspace every day. Sometimes you may have to take a minute and reflect back what that is. What it may have been 51015 years ago maybe may look very different now.

Now, but it's important for us as people, as humans to identify.

What purpose am I bringing to this? And we, and we all bring purpose and value. The opportunity to problem solve contribute and learn from others. Huge. Always be a learner. We can learn something every day. It could be something very minute, very small.

No, but what.

A person learns from you may make a huge impact on their life. So if you're open to being a learner, a problem solver contributing, even if you don't, know that what you're saying is the right answer, feeling like you're in a safe.

Space to share it.

Is what the ideal team setting is. And take time to enjoy the accomplishment when you meet goals, whether that's personal, whether that's in the work setting. When you make a deadline, even if it's something as small as you.

You know, guys, we hit the deadline, great job makes again, reiterates that it's a team effort.

Of even the smallest contribution that you made in the end is what creates this great final product, whatever that maybe. So, always remember to take the time to.

Acknowledge, kind of live and breathe, participate in the excitement of, of, of, of accomplishing something and it could be a multitude of things and then you need to think and remember, this is just at work we accomplish.

Look at all the things that I've done in my personal and outside and, you know, are people going back to school, are they adding to their families? Are they, you know, learning a new language? There's always something positive that you can look at yourself and say, you know what, I did a great job.

I was part of a great team, and we created and provided this great.

Product to others. So in summary, it's, it's really shifting the, the mindset, shifting from me to we. You bring yourself to the table and around that table.

Through collaborating by communicating.

Being willing again to have the difficult conversations when they're needed and and having empathy at the end of the day, you really want to feel that your teammates want to support you. They want the absolute best for you. They want the success.

And if you feel that, you will emanate that same feeling to others. It's, it's contagious. If you feel like you're supported, you're a great.

On a great team, then you know you're a great teammate. Practicing mindfulness, open communication, support. This is what you can do. So again, we are talking about we, but you have to take care of your individual self. So if that is.

Is taking a break and going outside and feeling the sunshine on your face or, hey, today I'd really like to get outside. Can we talk about our meeting while we do a quick loop around the building? Those type of things to support your well-being, but also your teammates.

This is a great way. And again, if you respect yourself, you respect your teammates, the trust is going to build the relationships are going to build, and your team is only going to become stronger.

So we have a few resources here. I'm not going to touch on all of them. Great books, if depending on how your staff meetings are or maybe if you have retreats to pick the five dysfunctions of a team and, and really re.

Need it as a group come back and talk about it or either you know maybe a more practical way is looking at some of these. How can you build a strong team of employees?

And let everybody read it before a staff meeting and come in and say, hey, what was your one or two that really resonated with you? How can we incorporate those into, to our current meetings? Vine tools is great also, you know, looking at different things.

Are, are we setting up meetings just to set up meetings? Can we look at, does everybody need to be on a meeting? You know, really who needs to be there? Another great one that another company shared is they always leave 15 min, so they.

Either start it.

Like a 1215 or they end at a 1245, so there's that 15 min kind of time to take a deep breath, kind of reset, reframe the mind, do the bio breaks, grab the water or, you know, some type of, of liquid.

And then move into the next meeting with a kind of new energy. So looking at things like that, those are the things that makes us great teams too because we're mentally strong, we're mentally aware, so don't forget to move, don't forget to stand up if you're hybrid and you're behind a desk a lot.

And to me, personally, kind of like a headspace or TED Talks are great ways, you know, put your ear plugs in, take a quick walk.

They're great. If you're a person that likes to continue to learn, you know, looking at the free or low cost of courses that are available online are great options also. And then lastly, one, thank you for attending today. I hope that you.

Walked away with one or two nuggets that you know that you personally can incorporate to make you a wee. You're bringing yourself in, but you're opening yourself up to be the teammate that, that you want to see in other people. So thank you again for your time and.

Again, just want to let you know that today's session was brought to you by your employee assistance program. It's available 24 h a day. You see the telephone number, you can also access via your desktop. You will receive a recording and also a copy of the slide.

It's within 24 h, and it will be available on the website, but it may take a little bit longer maybe.

Seven to 14 days. So again, use your health, your behavioral health services. They are there to support you and your family. They have great resources for managing stress with teams, creating teams, and again, I really appreciate your time.

Thank you.