



TEXAS A&M UNIVERSITY
COMMERCE

Teambuilding: Different minds, One spirit

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Introduction

- Name, department, title/role
- What is your Teambuilding experience like? (positive & negative)

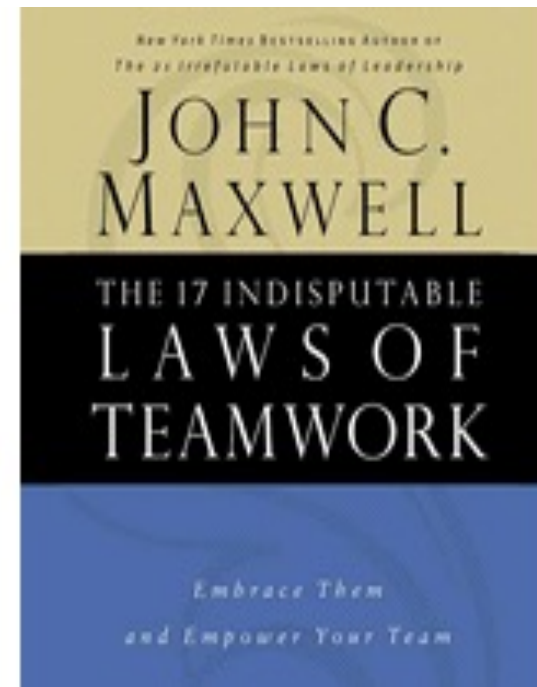


**Do you want to be a part of the
Winning Team?**



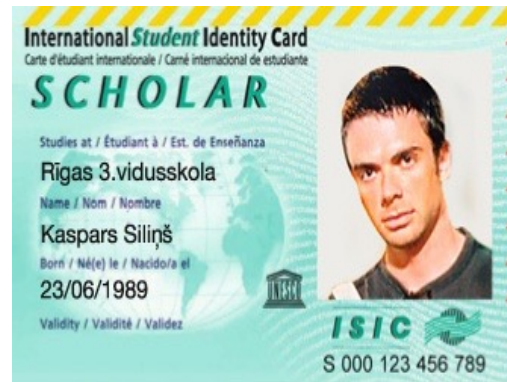
Program Outline

- Program Objectives
- Law 1: Role (Niche)
- Law 2: Value (Identity)
- Law 3: Vision (Compass)
- Conclusion and Review



Program Objectives

- Identify and describe the role, value, and vision that shape a team
- Recognize ways of applying these 3 laws in your job and/or organization



“The U-Zoo” Activity

Instructions:

Please rank the four qualities on each line with a score of 1 through 4, “4” being most like you, and “1” being the least like you. Note that each line read from left to right and that you must put a number in each space.

Add the numbers in each of the four columns. Place the total number of each column on the line beneath it. The total of each columns should be equal to 100.

The column with the highest total reflects your particular style.

[Time: 8 min]

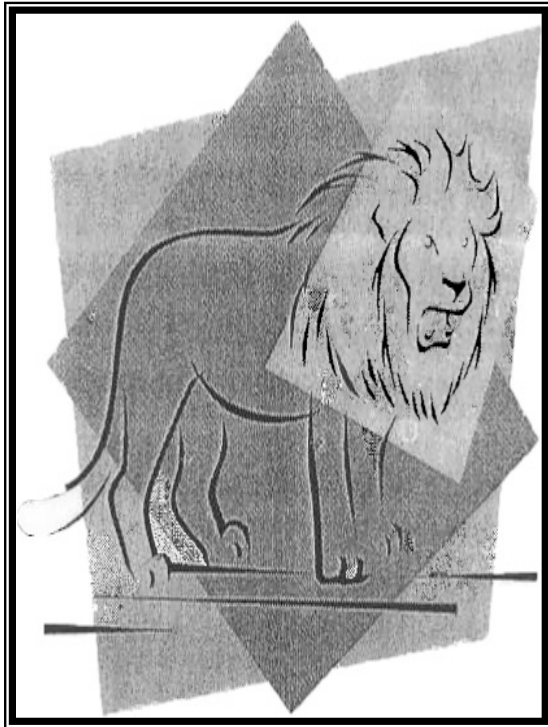
“The U-Zoo” Activity

“The U Zoo” Identifying Your Style

Please rank the four qualities on each line with a score of 1 through 4, “4” being most like you, and “1” being the least like you. Note that each line reads from left to right and that you must put a number in each space.

A	B	C	D
1. <u>1</u> Competitive	<u>4</u> Persuasive	<u>3</u> Protective	<u>2</u> Cautious
2. <u>4</u> Self-Assured	<u>2</u> Enthusiastic	<u>1</u> Patient	<u>3</u> Analytical
3. ___ Decisive	___ Open	___ Relaxed	___ Methodical
4. ___ Assertive	___ Talkative	___ Modest	___ Organized
5. ___ Adventurous	___ Optimistic	___ Predictable	___ Logical
6. ___ Dominating	___ Outgoing	___ Easy-Going	___ Consistent

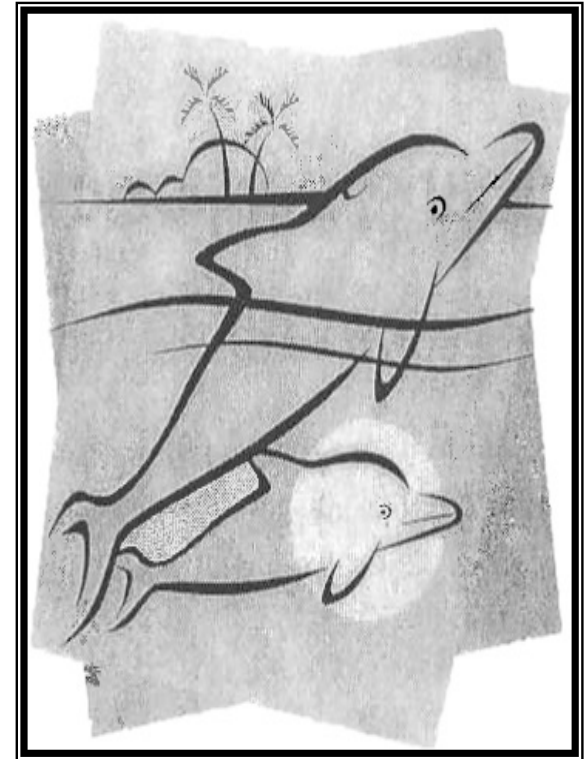
Directing Lion



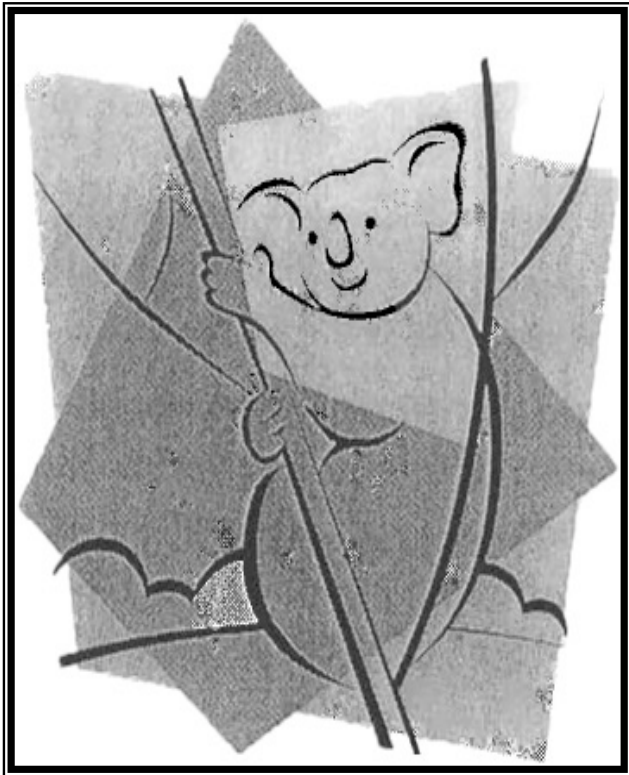
- *Know what I want, and I go after it*
- *Enjoy taking charge of situations*
- *Take on new challenges, especially those that are a test of my abilities*
- *Recognize me by my steady eye contact and my firm handshake*

Interacting Porpoise

- *Make new friends easily and always want to be included*
- *Prefer freedom from control, detail, and complexity*
- *Enjoy entertaining and motivating people*
- *Recognize me by my animated and informal style of communication*



Steady Koala



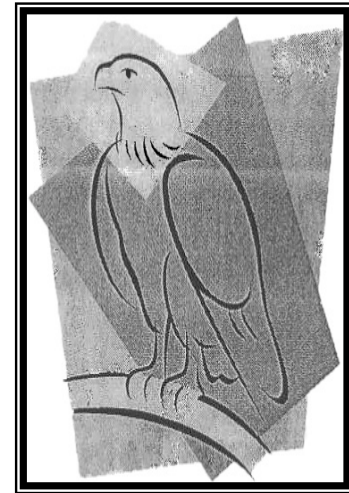
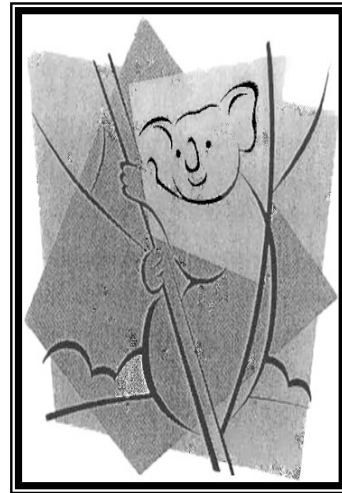
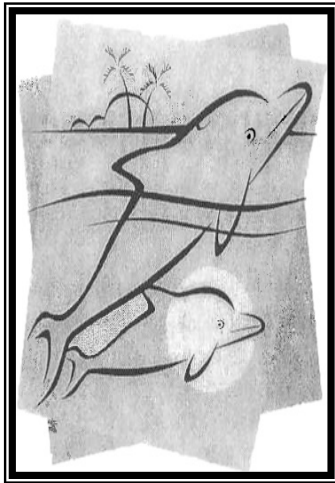
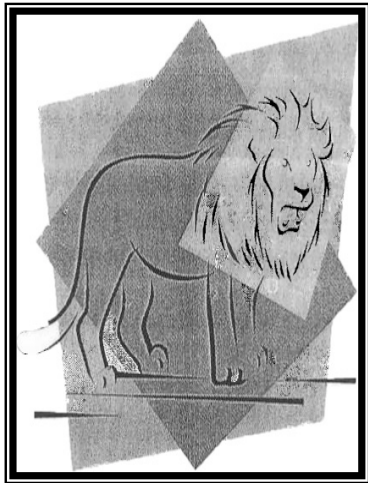
- *Most comfortable when I know what others expect of me*
- *Prefer it when things go smoothly and I don't like change*
- *Receive satisfaction from working with others*
- *Recognize me by my intermittent eye contact, gentle handshake, and less forceful tone of voice*

Cautious Eagle

- *Need to do things correctly because I am uncomfortable making mistakes*
- *Prefer to be quiet and observant*
- *Like situations where I have the freedom to concentrate on perfecting ideas and work without interruption*
- *Recognize me by my reserved nature, careful speech, and attention to detail*



Share with your partner what animal you are. Do you agree or disagree and why?



Law 1: Role

- Unique puzzle
- Right person in the right place
- Most valuable when you add most values
- Team's dynamic (regression, frustration, confusion, progression, multiplication)



Discussion

1. What are some of the roles that you fulfill in your work group or department?
2. Are they a good match for you?

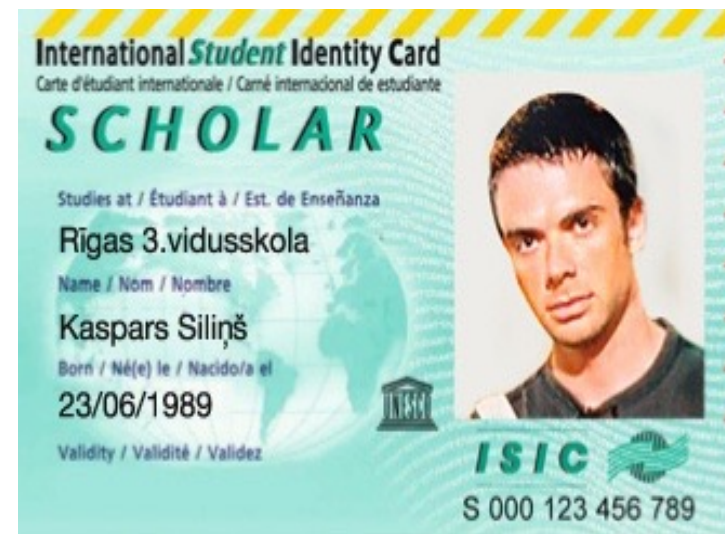
Law 1: Role

Tips to become a better team member:

1. Know the dynamic of the team
2. Know the situation
3. Know the individual players

Law 2: Values

- Individual vs. team
- Shared values defined the team
- Stable foundation
- Hold people together
- Performance standard



Discussion

1. What do you think is a value that is shared in your work group or unit?
2. What makes you think this is so?

Law 2: Values

Tips to become a better team member:

1. Identify individual's values
2. Compared individual's values with team's values
3. If aligned, commit to the team; if not aligned, find a different team or make adjustment to your values

Law 3: Vision

- Look beyond current circumstances and shortcomings and focus on the future
- Vision gives direction and confidence
- Become focused, energized & confident
- Connect the past, the present, and the future



Discussion

1. What do you identify as the vision for your work group or unit?
2. Why do you think this is part of the vision?

Law 3: Vision

Tips to become a better team member:

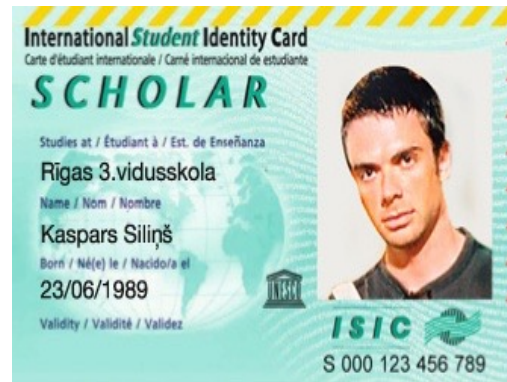
1. Need to have a clear understanding of the organization's vision
2. Examine the vision to make sure it aligns with the team action; if not, revise it with the team
3. Review and communicate the vision frequently

Review

- What are the three laws that we can use in teambuilding?
- Can you think of an example of each law used?

Program Objectives

- Identify and describe the role, value, and vision that shape a team
- Recognize ways of applying these 3 laws in your job and/or organization





Coming together is a beginning,
staying together is progress,
and working together is success.

Henry Ford

Reference

- Maxwell, J. C. (2003). *The 17 Indisputable Laws of Teamwork*. Thomas Nelson.
- Maxwell, J. C. (2003). *The 17 Indisputable Laws of Teamwork Workbook*. Thomas Nelson.
- Maxwell, J.C., & Parrott, L. (2005). *25 Ways to Win with People*. Thomas Nelson.

Question???