

IMPORTANCE OF TEAMWORK

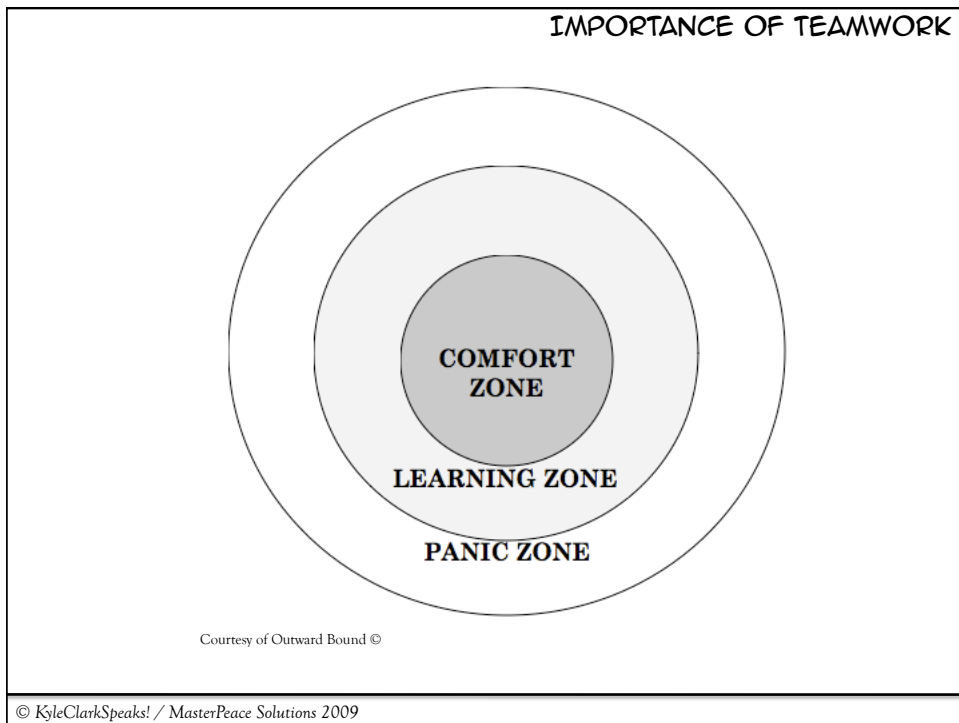
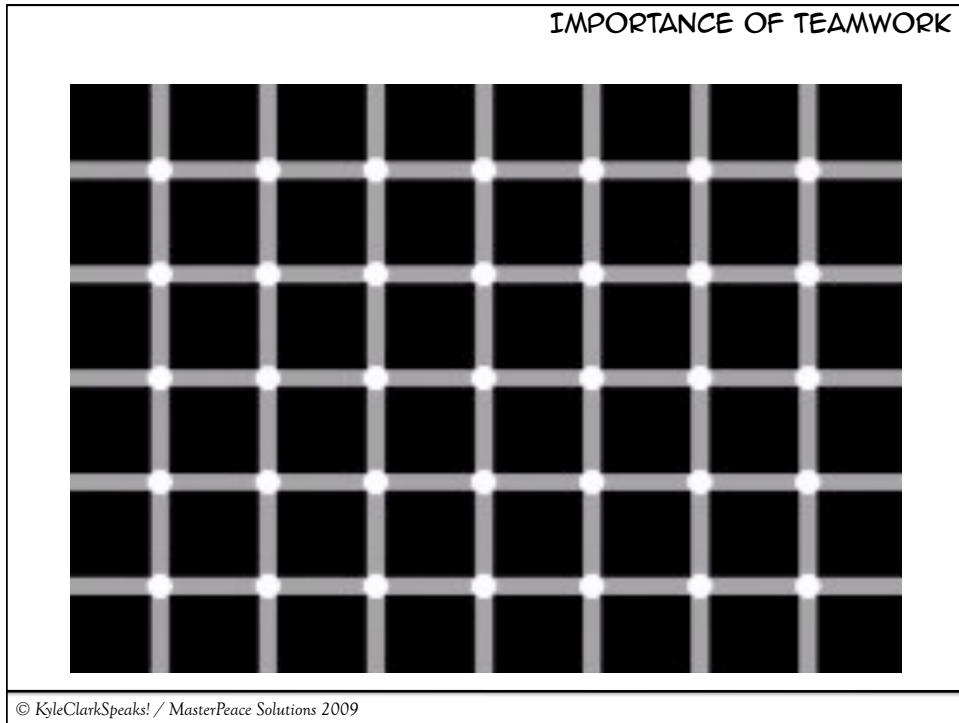
Kyle S. Clark
MasterPeace Solutions
KyleClarkSpeaks!
www.lovepeaceandprogress.com

IMPORTANCE OF TEAMWORK

KYLE S. CLARK

- Assistant Director, New Student Services
Office of the Dean of Students, University of Texas at Austin
- Alum, Social Justice Training Institute
December 2007 in Tucson, Arizona
- Instructor, EDP 369K Peer Helping: Concept & Process
Department of Educational Psychology, UT-Austin (2003 - present)
- Instructor, EDP 369K, 469 and 210 Intergroup Dialogue
Department of Educational Psychology, UT-Austin (2004 - present)
- Multiversity Research Team, Intergroup Relations
10 University Consortium - looking at the effectiveness of intergroup dialogue
- Founder, MasterPeace Solutions - Leadership, Diversity and Higher Education
Consulting, training, workshops, inspiration speaking

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Do We Have To???

Teambuilders can be some of the most memorable activities group members will participate in.

- ✓ Help the group more comfortable with one another.
- ✓ Individuals feel as though they are a significant part of the group.
- ✓ Help build trust among group members.
- ✓ Teach people valuable leadership and group dynamic skills.

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- HENRY FORD

“Coming together is a beginning.

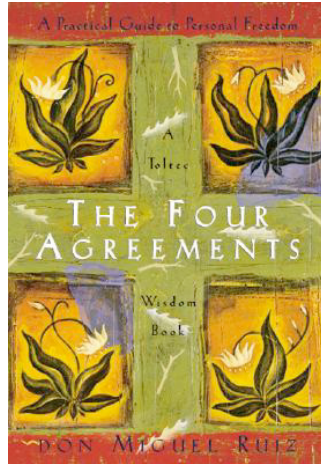
Keeping together is progress.

Working together is success.”

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THE FOUR AGREEMENTS®



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1

Be Impeccable With Your Word

*Speak with integrity. Say only what you mean.
Avoid using the word to speak against yourself
or to gossip about others. Use the power of your
word in the direction of truth and love.*

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#2

Don't Take Anything Personally

Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

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#3

Don't Make Assumptions

Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama. With just this one agreement, you can completely transform your life.

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#4

Always Do Your Best

Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick. Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse and regret.

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APPS PERSONALITY QUIZ/ASSESSMENT

Assign the numerical values to each statement as it applies/speaks to you. The value of 4 is the statement that applies to you the most, and the value of 1 applies the least.

1. When I make decisions:

- 1 A. I do it quickly and go with first impressions
- 4 B. I think about it, consider the options, then decide
- 2 C. I listen to my feelings and consider how my decisions will affect others.
- 3 D. I take it seriously and always try to make the right decision.

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APPLE

People can always count on me
My action can be predicted
I am always ready for tomorrow
I am loyal, giving, and like to take care of others
I need to be useful
I am practical and sensible
I value home and family and
Have a strong sense of right and wrong
I follow rules and respect authority.



PEACH

I look for meaning in my life
I like to get along with people and look after them
I like to express myself
I am honest and like to be told that I am doing well
I fit well in situations
I want to be important in people's lives
I think about the future, a perfect world
Good friends and love.



PEAR

I am curious, investigating and I form my own ideas
I like to look at the big picture
I am cool calm and collected
I like to be smart and enjoy
Activities that require problem-solving
I value intelligence, insight, fairness and justice,
I like to set my own standards and
I enjoy seeking fundamental truths.



STRAWBERRY

I like action!
To go for it on a moments notice
I am witty, charming, and bold
I see life as a game, here and now!
I act on impulse and I like adventure,
I like to compete and I am skillful I what I do
I like fun, change, and excitement
I live life to the limit and have a cheerful outlook
I learn by doing and I am a natural troubleshooter.

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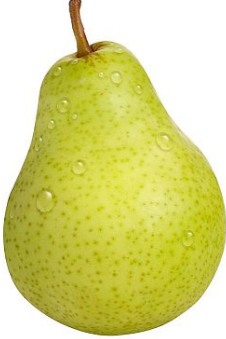
IMPROVING PERSONAL/WORKING RELATIONSHIPS


APPLES are best at:


- ✓ Caring about their need for security
- ✓ Doing some responsible planning
- ✓ Praising their responsible actions
- ✓ Remembering sentimental moments
- ✓ Acknowledging their stability
- ✓ Responding to important dates




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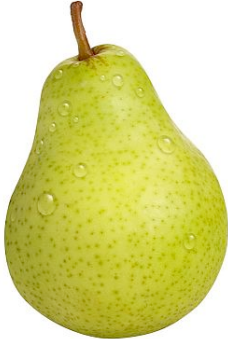
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IMPROVING PERSONAL/WORKING RELATIONSHIPS	
<p>PEARS are best at:</p> <ul style="list-style-type: none"> ✓ Recognizing their need for independence ✓ Valuing their abstract thinking ✓ Helping them with day-to-day details ✓ Preserving their privacy to think and read ✓ Realizing their fear of appearing foolish ✓ Allowing them to be self-critical ✓ Understanding that they esteem themselves by being competent ✓ Praising with ingenuity 	
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IMPROVING PERSONAL/WORKING RELATIONSHIPS	
<p>PEACHES are best at:</p> <ul style="list-style-type: none"> ✓ Making romantic gestures ✓ Having intimate talks ✓ Recognizing their need to contribute ✓ Providing a warm touch and embrace ✓ Reassuring your loving commitment ✓ Expressing your feelings ✓ Being open and responsive 	
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IMPROVING PERSONAL/WORKING RELATIONSHIPS	
<p>STRAWBERRIES are best at:</p> <ul style="list-style-type: none">✓ Recognizing their need for freedom✓ Valuing their playfulness✓ Helping them to think before they act✓ Spontaneously playing with them✓ Realizing their stress comes from lack of excitement✓ Reinforcing their optimism✓ Praising their skills✓ Responding to their generosity	
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- LLOYD DOBENS	
<p>“It is not a question of how well each process works, the question is how well they all work together.”</p>	
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YOUR LEADERSHIP PERSONALITY	
<p>APPLE LEADERS Don't overwhelm your group with formality Don't give too many details at once Loosen up, be more flexible Avoid being controlling</p> <p>LEADING APPLES Provide details Be efficient Stay on track/time Use a formal approach Use agendas/calendars</p> <p>APPLES ARE <i>Organized</i> <i>Goal-setters</i> <i>Leaders</i></p>	
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YOUR LEADERSHIP PERSONALITY	
<p>PEAR LEADERS Don't think about things too much - ACT! Provide positive feedback Avoid being cool/aloof Avoid being overly critical Build a relationship with your committee</p> <p>LEADING PEARS Don't leave them out (ask & include) Give them a chance to open up Be efficient Give them time to complete a project</p> <p>PEARS ARE <i>Reliable</i> Idea generators <i>Efficient</i> <i>Rational</i> <i>Innovative/Creative</i></p>	
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YOUR LEADERSHIP PERSONALITY	
<p>PEACH LEADERS Avoid being too accommodating Avoid too many touch-feely activities Provide more organization/structure Avoid taking things personally</p> <p>LEADING PEACHES Provide warm fuzzies Consider their feelings Emphasize cooperation Be more sensitive</p> <p>PEACHES ARE <i>Energizing</i> <i>Team Players</i> <i>Strong Communicators</i> <i>Caring</i></p>	
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YOUR LEADERSHIP PERSONALITY	
<p>STRAWBERRY LEADERS Think before taking action Be on time/stay on time Be more structured/organized Don't do too many things at once</p> <p>LEADING STRAWBERRIES Give them a chance to unleash their energy Incorporate fun and action whenever possible Use an informal approach Give them a chance to be the center of attention</p> <p>STRAWBERRIES ARE <i>Carefree</i> <i>Make things fun</i> <i>Entertainers</i></p>	
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THE IMPORTANCE OF TEAMWORK

- UNKNOWN

“Teamwork is essential - it allows you to blame someone else!”

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GOOD TEAM/WORK ENVIRONMENTS:

- ✓ The end goal/result
- ✓ Project driven
- ✓ Task-oriented

- ✓ The process (getting there)
- ✓ How well people work together
- ✓ Is this working for us?

FIND A HEALTHY BALANCE OF BOTH!

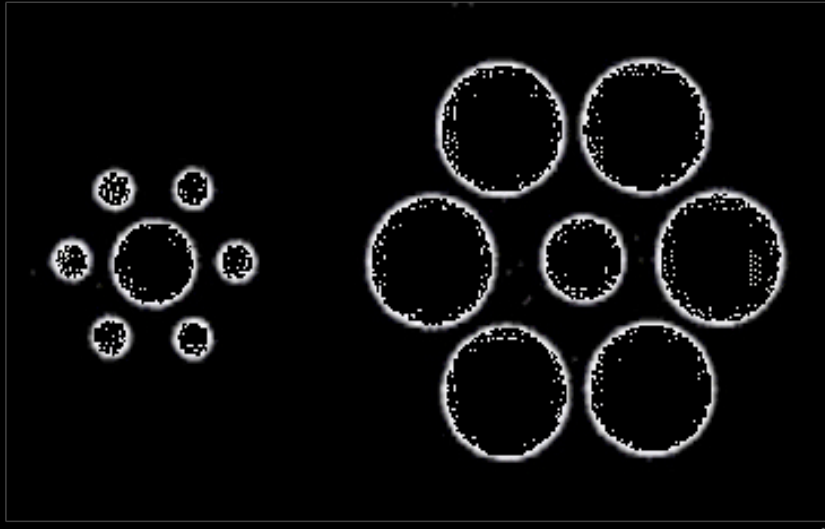
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**SUCCESS/CHALLENGING
STORIES OF TEAMWORK...**

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