***LEARNING JOURNAL: Habit 6 - Koleman***

**Introduction**

Habit 6 is about achieving synergy, which is the RESULT of Habits 4 and 5. It is important to recognize how these habits are tools needed to create Synergy. The focus of this journal is understanding and applying what you have learned to help you work with another person to achieve creative cooperation.

**Understanding Key Concepts**

* Define synergy.

**Synergy is the result of creative collaboration, where the whole becomes greater than the sum of its parts. It involves valuing differences and working together to find innovative solutions that benefit everyone.**

* The first step to finding a Third Alternative is **Check Willingness**.
  + What did you learn from Habit 4 that could make you more willing to work with others?

**Habit 4 emphasizes a win-win mindset, which helps me be more willing to work with others because it’s about mutual benefit. Instead of seeing problems as obstacles, I can approach them as opportunities for collaboration.**

* + How can Habit 4 help you to both recognize problems that exist and help you to resolve those problems when working with others?

**Habit 4 encourages me to focus on solutions that respect everyone’s needs. By thinking win-win, I can address conflicts with courage and consideration, recognizing shared goals instead of competing for control.**

* The second step is **Reflect Viewpoints**. What did you learn from Habit 5 that could help you understand other viewpoints?

**From Habit 5, I’ve learned the importance of empathic listening. This helps me truly understand other viewpoints without judgment, creating a foundation for collaboration and trust.**

* What is a **Third Alternative**? (Include an example of a 3rd alternative in your explanation.)

**A Third Alternative is a solution that goes beyond compromise. It’s about finding a new path that satisfies all parties. For example, if two friends disagree on where to eat, a Third Alternative could involve choosing an entirely new experience, like cooking together at home.**

**Applying the Concepts**

* Who is an important person in your life who sees things *very differently* than you do? How would pursuing a 3rd Alternative change this relationship? Are you willing to make the effort?

**My brother and I often have very different perspectives on handling family responsibilities. Pursuing a Third Alternative would improve our relationship by creating a shared approach that respects both viewpoints. I’m willing to make this effort because it could ease tension and strengthen our bond.**

* **Describe 2 key differences** between you and this person. How do **YOU** deal with these differences (tolerate, accept, value, or celebrate)? Why?

**Difference in Priorities: They focus on short-term tasks, while I emphasize long-term goals. I tend to tolerate this difference, but I could work on valuing it more by recognizing their ability to act quickly.**

**Communication Styles: They are more direct, while I’m more reflective. I currently accept this difference but could celebrate it by seeing how their directness complements my approach.**

* **Recognize 2 blocks to synergy**—what blocks can you identify in this relationship? Explain why you think they are blocks to synergy. *(Some examples of blocks to synergy include personality traits, different paradigms or expectations, miscommunication, lack of respect for the other person, etc.)*

**Different Paradigms: We approach challenges with different priorities, which creates misunderstandings.**

**Miscommunication: Our styles often clash, leading to frustration. These blocks hinder synergy by limiting trust and cooperation.**

***Habit 4*** *is about your attitude and thinking win-win. Think about key concepts in Habit 4, including win-lose thinking, courage and consideration, and abundance vs. scarcity.*

* How would you describe your attitude toward this relationship? In other words, what is your paradigm (win-lose, lose-win, etc.) in this relationship? What changes can you make?

**My attitude has often been lose-win, where I let their preferences take over to avoid conflict. Shifting to a win-win mindset means balancing courage with consideration, ensuring both of our needs are met.**

***Habit 5*** *is about seeking to understand another person’s point of view and listening* ***without*** *the intent to reply.*

* What can you do to better understand this person? How can you use what you learned in Habit 5 to improve this relationship?

**To understand my brother better, I can listen without interrupting or forming a rebuttal in my mind. Applying empathic listening will help me uncover their perspective and build trust.**

***DEVELOP a SPECIFIC STRATEGY*** *to work toward significant change in this relationship. This strategy will only be effective if you work within YOUR circle of influence, meaning focus on changes YOU can make and things YOU can do. Answer the questions below to help you think about a strategy from different angles.*

* ***How*** will **YOU** address your blocks to synergy?

**I’ll acknowledge and discuss our differences openly to build mutual understanding.**

* ***How*** will **YOU** change your attitude to more of a win-win approach?

**I’ll focus on solutions that work for both of us, avoiding past tendencies to give in.**

* ***How*** will **YOU** incorporate the essence of listening to understand?

**I’ll use techniques from Habit 5, like summarizing their points to ensure I understand.**

* ***How*** will **YOU** modify your behaviors and/or habits to achieve synergy?

**I’ll communicate more directly and appreciate their strengths instead of focusing on differences.**

***PRACTICE YOUR STRATEGY.*** *Doing something is a significant part of this learning journal. Developing a well-thought-out strategy is important, but unless you put it to use, the strategy is “stuck” in a theoretical context; it’s not real!*

* What have you been able to do? What more will you do after completing this learning journal?

**I’ve started conversations where I listen without interrupting and focus on validating their feelings. I’ve also shared my perspective more openly, which has been received positively. I plan to practice these strategies consistently and work toward a shared vision for handling responsibilities, creating a habit of collaboration.**

**Reflecting on Your Learning**

* What do you need to know about yourself if you want to achieve synergy when working with others?

**To achieve synergy, I need to stay self-aware, recognizing my tendencies to avoid conflict or focus on my perspective. I must remain open to others’ strengths and differences.**

* What do you need to understand about other people if you want to achieve synergy when working with them?

**Others’ viewpoints, values, and priorities are just as valid as mine. Understanding these fully is key to creating meaningful collaboration.**

* What is a public victory?How do Habits 4, 5, and 6 work together to help you work with other people to achieve a public victory?

**A public victory is the result of effective teamwork, where everyone achieves more together than they could individually. Habits 4, 5, and 6 work together by fostering trust, understanding, and creative solutions, making public victories possible through meaningful cooperation.**