

## Section 5: The 2<sup>nd</sup> Dimension, Working with Others

### Game Plan

#### Observe

1. Log in to your online account and complete the following units in Module 7, 8, & 9:

##### **Emotions**

7.1 – Overview

7.2 – The Matrix

7.3 – Attitude & Effort

7.4 – Unpleasant - Helpful

7.5 – Mastering Emotions

7.6 – Wrap Up

##### **Team Cohesion**

8.1 – Overview

8.2 – Group Cohesion

8.3 – “Me” to “We”

8.4 – Managing the Group

8.5 – Aligning “Others”

8.6 – Wrap Up

##### **Goal Setting**

9.1 – Overview

9.2 – Outcome Goals

9.3 – Performance Goals

9.4 – Process Goals

9.5 – Goals vs. Purpose

9.6 – Wrap Up

#### Reflect

2. Complete Section 5 of this Companion Workbook. You may do this electronically, print out this Section and use pen or pencil, or make notes within the online system. Come to your Team Meeting having completed all the questions in Section 4.

#### Discuss

3. Attend and participate in your Team meeting.

**Time:** \_\_\_\_\_ **Place:** \_\_\_\_\_

### 3D Coaching Points

Emotions are wonderful servants, but they are lousy masters.

To get maximum performance out of a Team, there must be healthy relationships within the Team.

Goals can undermine performance and outcomes if they are not set properly.

### Material Mastery

Emotions are \_\_\_\_\_ things, a \_\_\_\_\_ to our \_\_\_\_\_. They are not good or bad, inherently.

What are the four combinations in the Emotions Matrix?

What emotions always increases performance?

How can we create a joyful environment?

“\_\_\_\_\_ is the thief of joy.” (Teddy Roosevelt)

When triggered, cortisol stays in your system for \_\_\_\_ to \_\_\_\_ minutes. To undo it's triggering effects, one should:

- 1.
- 2.
- 3.

\_\_\_\_\_ is the force that unites. Team cohesion is a \_\_\_\_\_ process a that is reflected in the tendency of a group to \_\_\_\_\_ & \_\_\_\_\_ in pursuit of its goal(s).

What are the four types of Team Cohesion strategies?

- 1.
- 2.
- 3.
- 4.

\_\_\_\_\_ (both Group and Individual) live mostly in the first dimension.

\_\_\_\_\_ is the most effective Group Relational strategy.

What is the result of not aligning the “Others” in your Team goals?

What are the three types of goals, and how are each defined?

Which of the types of goals can be coached?

Goals \_\_\_\_\_ our focus. But they lack a \_\_\_\_\_ .

## Reflection

What emotions are you most consumed by at the present time? What are those emotions in reaction to?

What are the autotelic (work) activities you enjoy? That is, those things you do where the activity itself is the reward. How can you increase those types of activities in your work life?

How have you typically handled harmful emotions? What could you do to react more positively? Who could you ask for help in this area?

Who on your Team do you get along with best? Worst? Why the difference? What could you do to make the bad relationship better?

What individual on your Team do you know the least? How can you get into their world?

Who are the “Others” in relation to your Team? If you don’t know, how can you find out?

Write down some of your stated goals (business or personal). Identify them as outcome, performance, or process goals.

## Discussion

How can unpleasant emotions be helpful?

How does meeting a need or involving the Team in a project bigger than themselves build Team Cohesion?

How can you include “Others” in Team activities?

What is the difference between Goals and Purpose?

What is likely to happen if process goals are met but performance goals are not? Is this proper? If not, what should change?

How does making an impact contribute to a well-functioning team, as Project Aristotle suggests?

## Action

Look at your list of Goals. Add performance and process goals to your list where they are lacking.

Engage a Teammate to review your goals periodically and compare their measurement to what you'd like to be known for.

Write down some thoughts that come to mind about what your purpose is (that is, why do you do what you do?) We will use these later.

Engage in an act of appreciation for the "Others" related to your Team.

## Notes