

## 5 Qualities of Remarkable Teams



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1

## Experience and Training



Wini Curley, PhD

- Expertise in Biochemistry & Toxicology
  - 30 years Environmental Consulting
- Business owner 15+ years
- 30+ years Personal development reading, work shops, mentoring, training, personal growth
- 10 years private individuals and group clients addressing change, teamwork, and resilience skills.

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2

## Teamwork

**"Finding good players is easy. Getting them to play as a team is another story."**

-- Casey Stengel

## Synergy

**"None of us is as smart as all of us."**

--Ken Blanchard



$$1 + 1 = > 2$$

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3

## We will cover

1. 5 Qualities of Remarkable Teams
2. Trust and Appreciation
3. Know Your Team



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4

## Workshop Ground Rules

- Present for entire time
- No side conversations
- Everyone's ideas and opinions are valued
- I am the only coach in the room



**Be In Discovery**

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5



**Perception  
Is Reality**

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6

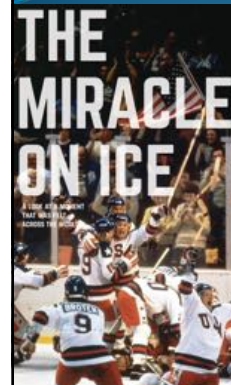
## Sources of Knowing

- Information
- Experience
- Intuition



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7



## Remarkable Teams



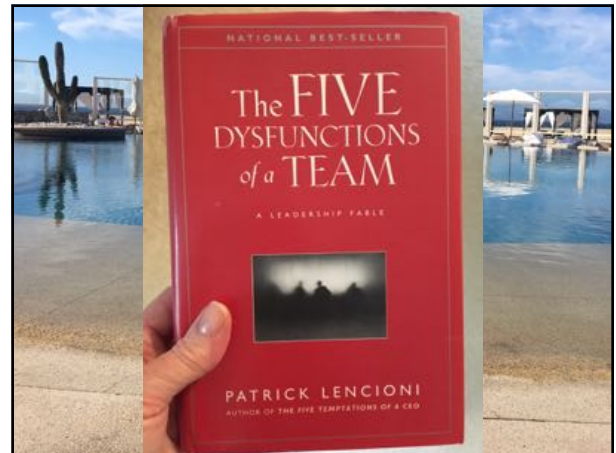
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## Share Your Opinion



**Code is 97546**

9



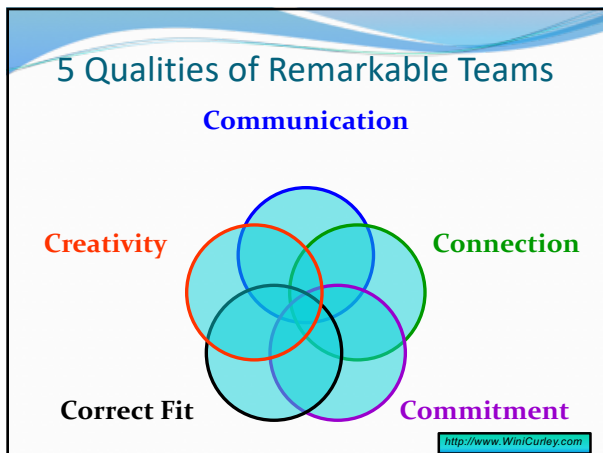
10



11



12



13



14



15



16



17



18

## What Makes You Feel Valued?



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19

## Share Your Opinion



**Code is 97546**

20

## Appreciation Opportunities

- In the moment
- Scheduled events
- In context
- Appropriate in volume or scale
- Authentic not automatic
- Tied to employees perception of value

- **Communication**
- **Connection**
- **Commitment**
- **Correct Fit**
- **Creativity**

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21

## Appreciation Exercise



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22

## Why Does This Matter?



“Feeling genuinely appreciated lifts people up. At the most basic level, it makes us feel safe, which is what frees us to do our best work. It’s also energizing. When our value feels at risk, as it so often does, that worry becomes preoccupying, which drains and diverts our energy from creating value.”

*Harvard Business Review 2012 – Tony Schwartz*

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23

## Know Your Team



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24



## Personal Style

### Introverts and Extroverts

- Different, not better or worse
- Determined by what rewards them
- Stereotypes = myths



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25

## Lets Find Out

Answer the 20 Questions\* – True or False  
What is most often the case for you  
Be as honest as you can

Tally “Trues” at the bottom right



\* Adapted from *Quiet* by Susan Cain

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26

## Extroverts

Sociable, Talkative, Assertive, Excitable  
Gain energy from social situations (feeds)

### Like

- Social situations
- Working in groups – leading
- Exploring ideas out loud
- Center of attention
- Trial and error learning

### Avoid

- Isolation
- Solo tasks
- Long quiet periods
- Being ignored
- Negativity



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27

## Introverts

Quiet, Observant, Detailed, Measured, Creative  
Expend energy in social situations (drains)

### Like

- Working independently
- Quiet surroundings
- Small groups or 1 to 1
- Think before responding
- Alone time to recharge
- Learn by observing

### Avoid

- Off the cuff responses
- Small talk
- Large noisy groups
- Continuous social interactions
- Inefficiency – wasted resources
- Center of attention



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28

## Why Is This Important?

Helps you know:

- How to approach each other
- How to hear each other
- How to enhance comfort with communicating
- One size does not fit all



**Connection Through Communication**

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29

## Empowering Communication



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30

## Communication Ground Rules

- Structure- Kudo or comment or
- Assume best intentions by everyone
- Mutual respect – even when disagree
- Be responsible for the impact of your words
- Use “I” statements –
  - Opinion vs. judgment -I disagree vs. you are wrong
  - Empowering language

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31

## Share Your Opinion



**Code is 97546**

32

## Kudo or Comment Structure



- **Kudo**
  - Who or what praised
  - The action/event
  - How it made a difference
- **Comment - State the Problem**
  - Difficulty it creates
  - Any attempts to solve
  - How long
- **Make a Request** OR
- **Suggest a Solution**



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33

## Empowering Language



Clear Direction in a Kind Way  
Direction vs Suggestion

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34

## Empowering Language

### Dos

- What I liked....
- Your \_\_\_\_has improved
- My reaction was....
- It appeared to me.....
- I felt that you....
- A next step to try is....
- I would like to see....
- What I admire is....
- I suggest....

### Don'ts

- You should have....
- You failed to....
- It was bad when you....
- You must.....
- Your big weakness is....
- You were wrong to.....
- Don't come back until....
- A good manager/employee would have...



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35

## Empowering Language Exercise



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36

## Gift For You



**Teamwork & Synergy Checklist**



Choose Your Perception  
Change Your Reality  
Leave a Legacy

**20 Essential Questions to evaluate your Team Synergy**

**Leave your business card (with email)**  
**OR email [info@winicurley.com](mailto:info@winicurley.com)**

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37

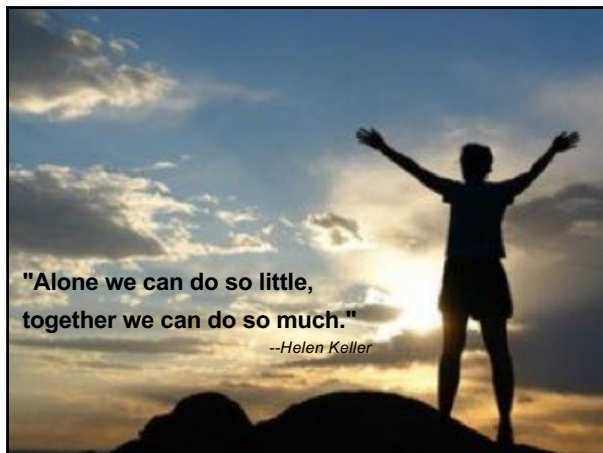
## Completion Exercise



**Q & A**

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38



39