

What Position Do You Play on the TEAM?

BUILDING A DREAM TEAM

TEAM ENERGY

- **“Anybody who can still do at sixty what he was doing at twenty wasn’t doing much at twenty..**
- **..“the good news is that if you’re part of a team, you can do more collectively at sixty than you could at twenty...”**

Jimmy Townsend

DISC APPROACH

People and Task Focused

- **Driver - Task, Active, Outgoing**
- **Influential – People, Active, Outgoing**
- **Steady – People, Passive, Internal**
- **Conscientious – Task, Passive, Internal**

DRIVER (Dominant)

- Direct. Decisive. High Ego Strength. Problem Solver.
 - Risk Taker. Self Starter

Team Value - Bottom-line organizer. Places value on time. Challenges the status quo. Innovative

Weakness -Oversteps authority. Argumentative attitude. Dislikes routine. Attempts too much at once.

Motivation -New challenges. Power and authority to take risks and make decisions. Freedom from routine and mundane tasks. Changing environments in which to work and play.

Wants -Authority, varied activities, prestige, freedom, assignments promoting growth, "bottom line" approach, and opportunity for advancement.

D – Positive Characteristics In Teams

- Autocratic managers - great in crisis. Self-reliant. Innovative in getting results. Maintain focus on goals. Specific and direct. Overcome obstacles. Provide direction and leadership. Push group toward decisions. Willing to speak out. Generally optimistic. Welcome challenges without fear. Accept risks. See the big picture. Can handle multiple projects. Function well with heavy work loads.

INFLUENTIAL (Social)

Enthusiastic. Trusting; Optimistic. Persuasive; Talkative. Impulsive; Emotional

Team Value -Creative problem solver. Great encourager. Motivates others to achieve. Positive sense of humor. Negotiates conflicts; peace maker.

Weaknesses - More concerned with popularity than tangible results. Inattentive to detail. Overuses gestures and facial expressions. Tends to listen only when it's convenient.

Motivation - Flattery, praise, popularity, and acceptance. A friendly environment. Freedom from many rules and regulations. Other people available to handle details.

Wants - Social esteem and acceptance, freedom from details and control, people to talk to, positive working conditions, recognition for abilities, opportunity to motivate and influence others.

I – Positive Characteristics In Teams

- Instinctive communicators. Participative managers - influence and inspire. Motivate the team. Spontaneous and agreeable. Respond well to the unexpected. Create an atmosphere of well being. Enthusiastic. Provide direction and leadership. Express ideas well. Work well with other people. Make good spokespersons. Will offer opinions. Persuasive. Have a positive attitude. Accomplish goals through people. Good sense of humor. Accepting of others. Strong in brainstorming sessions.

STEADY (Stable)

Good listener; Team player. Possessive. Reliable and dependable. Steady; Predictable. Understanding; Friendly

Team Value - Loyal team worker. Compliant towards authority. Good listener, patient and empathetic. Good at reconciling conflicts.

Weaknesses - Resists change. Takes a long time to adjust to change. Holds a grudge; sensitive to criticism. Difficulty establishing priorities.

Motivation - Recognition for loyalty and dependability. Safety and security. No sudden changes in procedure or lifestyle. Activities that can be started and finished.

Wants - Security in situations, sincere appreciation, repeated work patterns, time to adjust to change, limited territory of responsibility.

S- Positive Characteristics In Teams

- **Instinctive relaters. Participative managers - accomplish goals through personal relationships. Make others feel like they belong. Show sincerity. Can see an easier way of doing things. Focused and intuitive about people and relationships. Full of common sense. Buy into team goals. Dependable. Identify strongly with the team. Strive to build relationships. Provide stability. Consider elements of a total project. Realistic and practical. Even-tempered. Provide specialized skills. Show patience with others. Loyal.**

CONSCIENTIOUS (Compliant)

Accurate; analytical. Conscientious; careful. Fact-finder; precise. High standards; systematic.

- **Team Value - Perspective:** "the anchor of reality." Conscientious and even-tempered. Thorough to all activities. Defines situation; gathers, criticizes and tests information.
- **Weaknesses -** Needs clear-cut boundaries for actions/relationships. Bound by procedures and methods. Gets bogged down in details. Prefers not to verbalize feelings. Will give in rather than argue.
- **Motivation -** Standards of high quality. Limited social interaction. Detailed tasks. Logical organization of information
- **Wants -** Autonomy and independence, controlled work environment, reassurance, precise expectations and goals, exact job descriptions, planned change.

C – Positive Characteristics In Teams

- **Instinctive organizers. "Do it yourself" managers - create and maintain systems. Strive for a logical, consistent environment. Control the details. Conscientious. Evaluate the team's progress. Ask important questions. Maintain focus on tasks. Offer conservative approaches. Emphasize quality. Think logically. Will share risks and responsibilities. Work systematically. Will strive for consensus. Diplomatic. Analyze obstacles.**

FOCUS

- **D – business, results; what not how**
- **I – favorable environment, talk, relationships, incentives**
- **S – personable, agreeable, non-threatening, more how than what**
- **C – preparation, data support, pros and cons**

FEARS

- **D - Being taken advantage of**
- **I - Rejection.**
- **S - Loss of security.**
- **C - Criticism.**

Analyze a Situation - Weakness

- **D - Ignore potential risks. Not weigh the pros and cons. Not consider others' opinions. Offer innovative and progressive systems and ideas.**
- **I - Lose concentration. Miss important facts and details. Interrupt. Be creative in problem solving.**
- **S - Be openly agreeable but inwardly unyielding. Internalize their concerns and doubts. Hesitate to share feedback during presentation. Slow down the action. Provide valuable support for team goals.**
- **C - Become overly cautious and conservative. Get too bogged down in details. Avoid or postpone decisions, especially if they perceive a risk. Be an effective trouble shooter.**

Personal Growth Areas

- **D - Strive to be an "active" listener. Be attentive to other team members' ideas until everyone reaches a consensus. Be less controlling and domineering**
- **I- Weigh the pros and cons before making a decision; be less impulsive. Be more results oriented. Exercise control over your actions, words, and emotions**

Personal Growth Areas

- **S - Be more open to change. Be more direct in your interactions. Focus on overall goals of the team rather than specific procedures. Deal with confrontation constructively.**
- **C - Concentrate on doing the right things, not just doing things right. Be less critical of others' ideas and methods. Respond more quickly to accomplish team goals. Strive to build relationships with other team members. Be more decisive.**

DISC Summary

- **Distinctive...**
 - Value
 - Approach
 - Perception
 - Motivation
 - Personal Goals
 - Self Awareness

Self Awareness

Use your strengths

- Know and understand your strengths and build on them
- Surround yourself with people who have talents you lack
- Familiarize yourself with teammates' talents
- Use conflicting ideas as a growth opportunity
- *"You don't strive for sameness; you strive for balance"* — Paul "Bear" Bryant

Teamwork

A Learning Experience

- **Team learning is the ability to think and act in with full cooperation and a sense of unity...it's about getting a team to function as a whole rather than a collection of individuals.**

Unity and Diversity

Working Together

- **If we are to achieve a richer culture, ... we must weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place."**

Margaret Mead

- **"We must learn to live together as brothers or perish together as fools."**

Martin Luther King, Jr.

Participation

The Effort

“ An atmosphere of free exchange can be created only when participants see that a mutual sharing of opinions and ideas are welcome.”

Marion E. Haynes

**Coming together is a beginning.
Keeping together is progress.
Working together is success.**

John C. Maxwell

Building The Coach

- **The coach leads with a strategy, knows each position and what talent it takes to make the team work together.**
- **Ground rules – what is off limits**
- **Facilitation – how can this be made easier**
- **Confidence, Respect and Trust**

Mission and Teamwork

The fans love us because..

- We believe in what we do
 - We want to belong
 - We benefit from one another
 - We offer and receive inspiration
 - We build on our strengths and ..
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- We do great work and make it fun!

The Dream Team

- Thank you for making PTA an association of team players who are winning for children and families!
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