



MASBO 2023 Conference & AGM

The Power of People and Science of Team

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Architect Builder

What has to be present to build team synergy?

Communication ...How did your communication improve as the process moved forward?

- ☑ Importance of two-way dialogue
- ☑ Clear and precise
- ☑ Building a common language

- ☑ Difference between healthy and divisive competition

- ☑ Taking responsibility / being engaged and committed...What builds engagement?

- ☑ Having a vision ... What is the benefit of knowing the big picture?

- ☑ Having the right people in the right roles

- ☑ Letting go of ego

- ☑ Committing to a common goal

- ☑ Taking a few minutes to debrief and strategize moving into the next build

- ☑ Setting people up to be successful

The Source:

Part of the journey is exploring your personal strengths and tendencies while gaining insight into strengths of your other team members. Valuing the diverse personalities of yourself and your team may heighten and expedite the success of your team.



The Evolution of our Personality

Our Inherent Character

Our genetic nature

Natural Aptitude

Our gifts – our own distinctive talents

Our inherent capacity and capability

Our Environment

Our peer group

Our family / work /school environment

Our culture

Personal Choice

Our own expectations of ourselves

Our self-directed interests

The Source – Family Reflection:

Reflect on your family and close friends, exploring your family strength ‘culture’.

Circle the Strength as it applies to your family

Self Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

Spouse Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

1st born Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

2nd born Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

3rd born Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

4th born Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

5th born Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

Siblings:

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

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_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

Parents:

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

Friends:

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

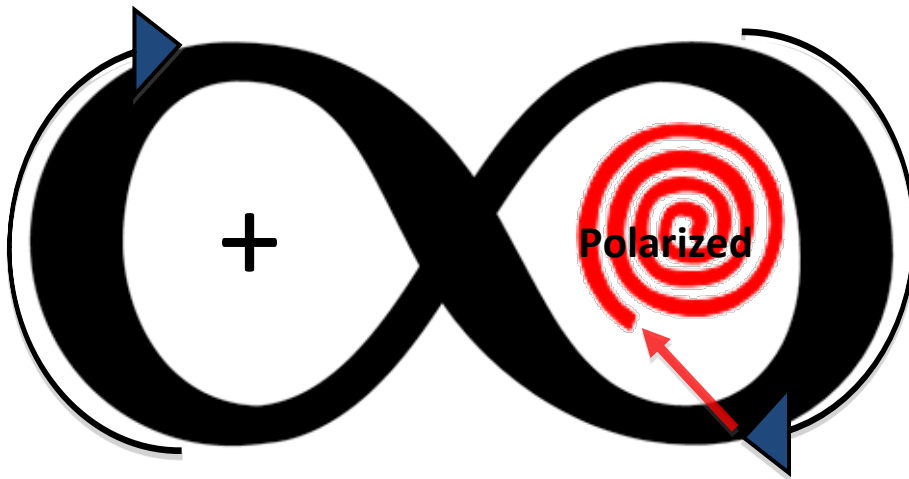
_____ Thoughtful Engaging Pragmatic Explorative Relational Self Reliant

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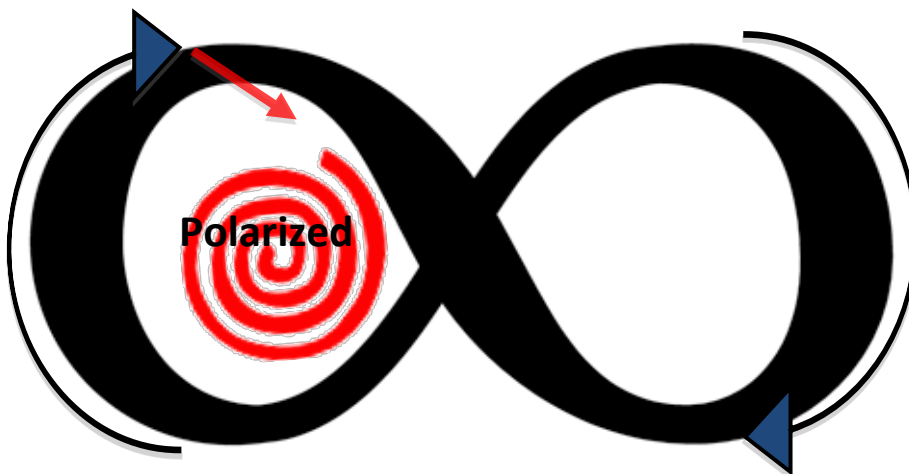
Polarization

Every human being is creative at the core. The positive strengths (Thoughtful/Engaging; Pragmatic/Explorative; and Relational/Self-Reliant) in the personality core naturally feed each other in a continuous process of creation. Negatives can enter into this process when we polarize on strength in a pair. We get stuck on one 'polar' side and continue to emphasize that strength while blocking its polar opposite. This blockage sets up a process of psychological decay that becomes increasingly painful with the passage of time. This process is referred to as **polarization**.



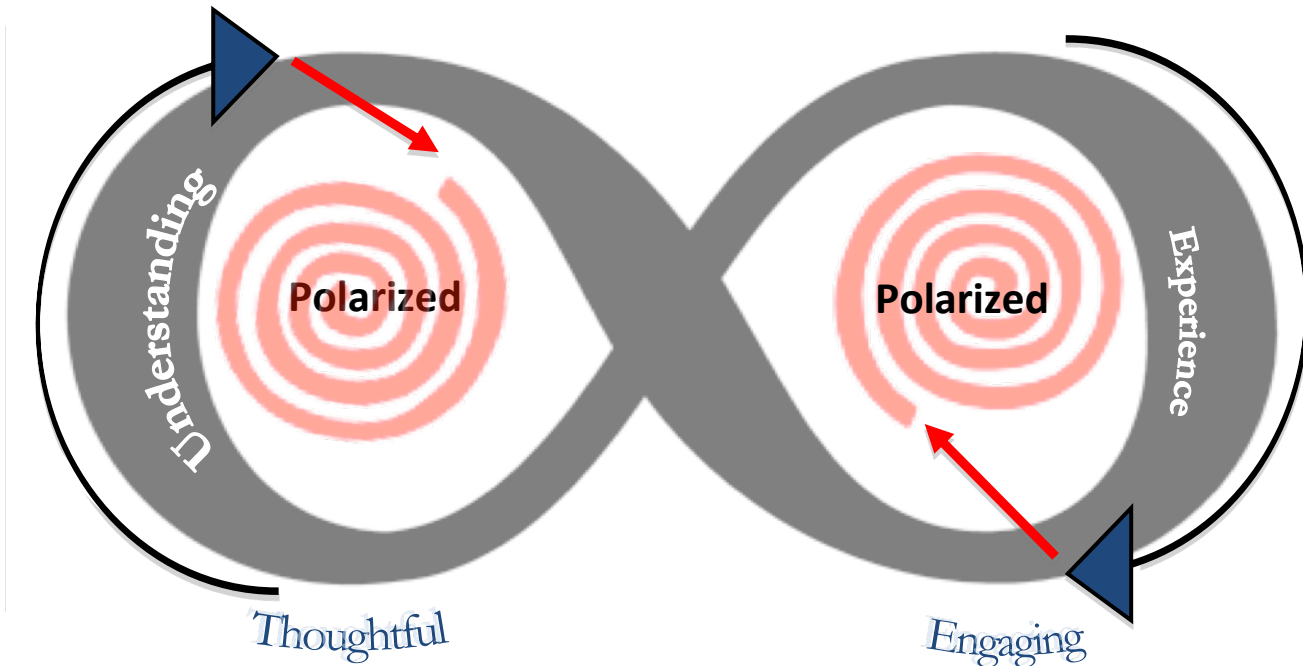
Lead
Strength

Although we **tend** to polarize on our natural lead strengths, we **can** polarize on our supporting strengths.



Supporting
Strength

Polarization on a Thoughtful or Engaging Strength



Signs of Becoming a Polarized Thoughtful

- ☞ Continues to think *when it's time* to get into action
 - ☞ Build-up of ideas and plans
 - ☞ Stability and order become increasingly important
 - ☞ Takes fewer and fewer risks
 - ☞ Holds feelings inside
 - ☞ Resists change
 - ☞ Holds onto established ways
 - ☞ Procrastinates
 - ☞ Feels more and more depressed and anxious
- Becomes more and more "removed" and "out of it"

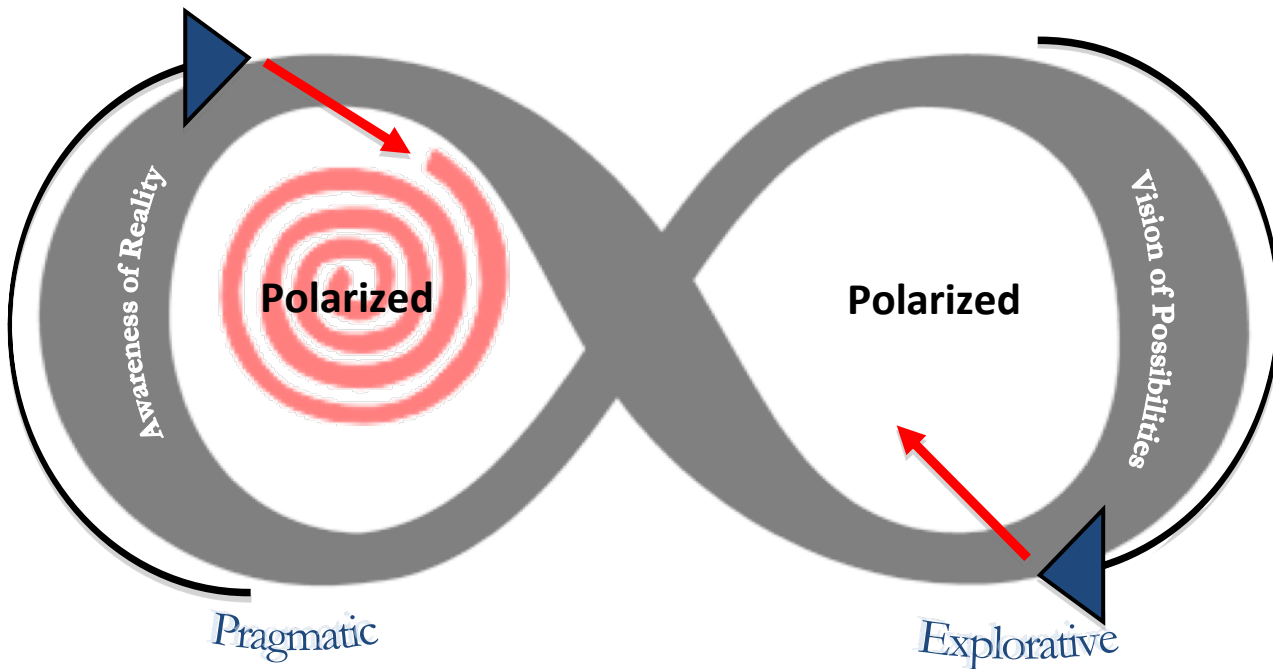
Immobilized

Signs of Becoming a Polarized Engaging

- ☞ Continues to engage in action *when it's time* to stop and think
- ☞ Build-up of activity and movement
- ☞ Action becomes increasingly important
- ☞ Thinks less and less
- ☞ Expresses feelings aggressively
- ☞ Resists thoughtful analysis
- ☞ Quick to change things
- ☞ Makes quick decisions
- ☞ Feels increasingly exposed and agitated
- ☞ Becomes more and more emotional

Out of control

Polarization on a Pragmatic or Explorative Strength



Signs of Becoming a Polarized Pragmatic

- ⌚ Continues to think about the problem *when it's time* to look for solutions
- ⌚ Build-up of facts
- ⌚ Facts become increasingly important
- ⌚ Sees all the rocks in the road
- ⌚ Holds onto status quo
- ⌚ New ideas are a threat
- ⌚ Sees all the reasons why an idea will not work
- ⌚ Uses facts as clubs to destroy ideas
- ⌚ Pessimistic and gloomy
- ⌚ Sour outlook
- ⌚ Depression
- ⌚ No hope

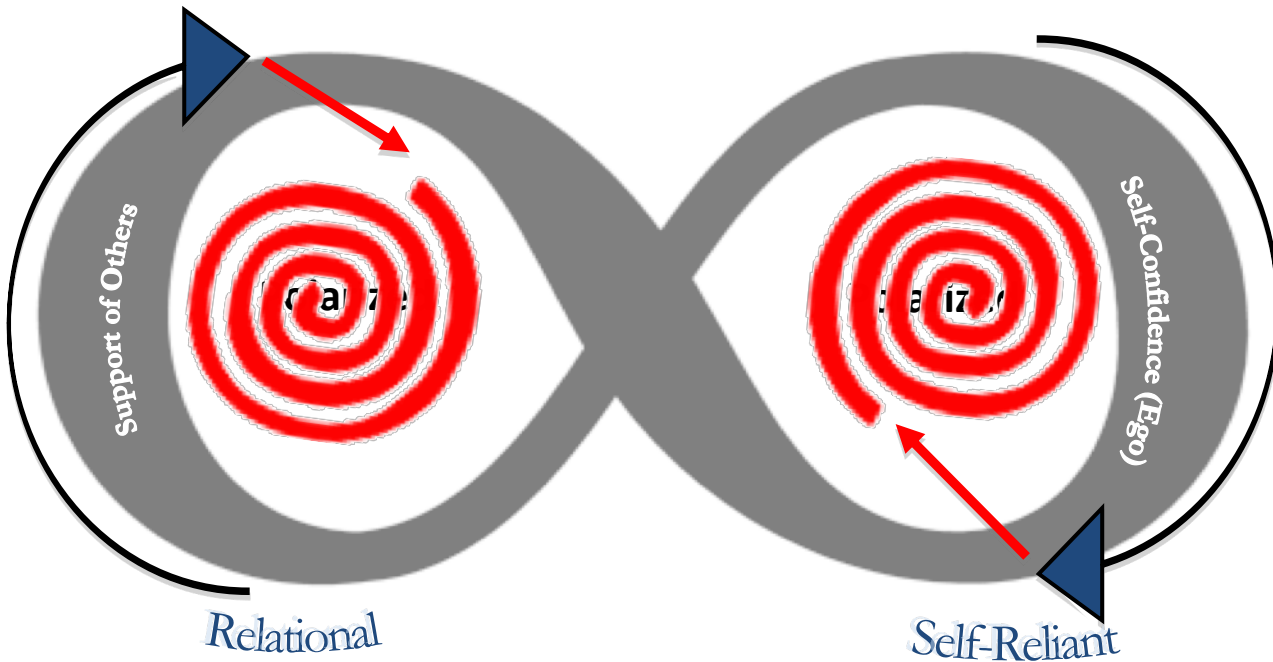
Despair

Signs of Becoming a Polarized Explorative

- ⌚ Continues to imagine possibilities *when it's time* to look at the facts
- ⌚ Build-up of ideas and possibilities
- ⌚ Possibilities become increasingly important
- ⌚ Sees the pot of gold at the end of the rainbow
- ⌚ Eager to try something new
- ⌚ Facts are a threat
- ⌚ Sees all the reasons why an idea will work
- ⌚ Disregards facts
- ⌚ Unbridled optimism
- ⌚ Imagination runs wild
- ⌚ Flights of fantasy
- ⌚ Loses contact with reality

Lives in a dream world

Polarization on a Relational or Self-Reliant Strength



Signs of Becoming a Polarized Relational

- Continues to depend on others *when it's time* to depend on self
- Build-up of support and approval of others
- Support and approval of others become increasingly important
- Fewer and fewer expressions of independence
- Says "yes" when should say "no"
- Becomes less and less responsible
- Loses self-confidence
- Loses awareness of self
- Loses the respect of others

Finally, loses the support and approval of others, the very things that are most dear.

Signs of Becoming a Polarized Self-Reliant

- Continues to depend on self *when it's time* to depend on others
- Build-up of ego and self-confidence
- Personal power and freedom become increasingly important
- Fewer and fewer expressions of dependence
- Talks when should be listening
- Assumes more and more responsibility
- Loses confidence in others
- Loses awareness of others
- Loses the support and approval of others

Finally, loses personal power and freedom, the very things that are most dear.