

# TEAM APPLICATION GUIDE



## KEY CONCEPTS

### 1. Start with Yourself

*Ultimately, most of the people you lead will adopt your tone. If you're selfish. They'll be selfish. If you're angry, you'll draw out the anger in them. .*

### 2. Just Know You Won't Win Them All

*In the end, as a leader, you have to be prepared to let toxic people go. There's a small but militant group who are not open to anything, anyone, and resist any view but their own.*

### 3. Start With The Core, Not The Crowd

*No matter how large (or small) your organization is, unity at the top has a way of filtering through the entire organization.*

### 4. Do The Math

*Don't mistake loud for large. Almost always, the angry voices represent a small part of the overall group you're leading.*

### 5. Focus On What You Agree On

*We're all people trying to do our best with fears, hopes, dreams, insecurities, needs, and people we love. That's a LOT of common ground.*

### 6. Explain The Why Twice As Much (Or 10x As Much) As The What And The How

*How and what divide, while why unites (we're all here to reach people).*

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## DISCUSSION QUESTIONS

1. When you think about your tone as a leader and your tone as an organization, how might an outsider describe it? Why?

2. What do you all agree on in your organization? Make a bullet-point list.

3. To what extent has the division and constant complaining taken you off mission? What's at stake if that continues?

## APPLICATION STEPS

1. Do the math in your organization. What percentage of people are causing the noise/division/anger? If you dare...write out a list of names. How many people are there on that list? How many people associate with your church or business? Finally, what does that tell you?

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2. Work on some messaging that will help the people you lead focus on the why of what you do, not just the what and the how.

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3. Make a plan going forward for which core staff/team-members/customers you can reach out to and realign around the why of what you do. Healthy at the top means healthy throughout.

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