

THE POWER OF A POSITIVE TEAM

NEGATIVITY TOOLBOX

POSITIVE CONFLICT

A positive and united team is a powerful team, and it does not happen by accident. There are four primary tools in the Negativity Toolbox:



No Energy Vampires Allowed



The No Complaining Rule



It's Not OK to be Moody



Positive Conflict



This resource addresses the tool of Positive Conflict and shows some of the strategies to have the necessary conflict on teams - but do it in a positive way. The resources for the other tools in the negativity toolbox are provided through **The Power of a Positive Team Trainings and Workshops**.

1. ADDRESS THE ELEPHANT IN THE ROOM
2. CONDUCT REGULAR NEGATIVITY HEALTH CHECKS
3. USE THE STAR³ MODEL
4. CREATE YOUR TEAM'S OWN RULES OF ENGAGEMENT



THE ELEPHANT IN THE ROOM

Nick Nurse and the Toronto Raptors won the NBA championship. For their winning season, as the coach of the team, Nick put an elephant out at their meetings to remind the team that telling each other the truth about how to get better is a good thing. They were going to address any elephants in the room and not hide from them. They would engage in positive conflict and use it to get better. It made a huge difference in their road to the championship. You have to tell the truth to get better together, and you have to do it with authentic caring for each other and the team.

How can you and your team start addressing the Elephants in the Room?

STAR³ MODEL

- S** SMALL EGO. BIG MISSION. WE > ME.

- T** TELL THE TRUTH IN LOVE TO GET BETTER TOGETHER.

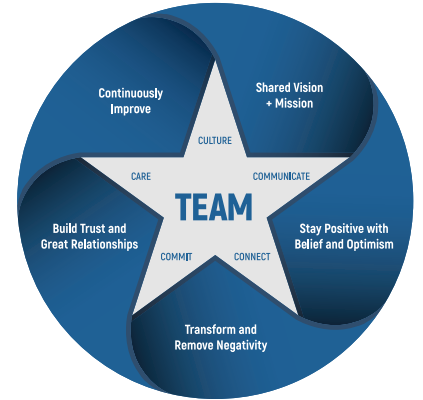
- A** ASSUME POSITIVE INTENT. DO NOT TAKE IT PERSONALLY. MANAGE EMOTIONAL ENERGY. NO PERSONAL ATTACKS.

- R¹** RULES OF ENGAGEMENT. CREATE SPECIFIC RULES OF ENGAGEMENT FOR YOUR TEAM TO HAVE THE DIFFICULT CONVERSATIONS IN A POSITIVE WAY.

- R²** RESPECT YOUR TEAM AND THE PROCESS. TRUTH TOLD IN LOVE DEVELOPS RESPECT, AND RESPECT VALUES THE TRUTH.

- R³** RELATIONSHIPS MATTER MOST.

Difficult Conversations Don't Have to Be Difficult



Have a the conversations to get better, and get better at having them.

TEAM NEGATIVITY HEALTH CHECK

- Have you made the decision at the cultural level to not let negativity sabotage your team?
- Do you talk about how to create a positive environment on a regular basis?
- Are energy vampires sabotaging your team?
- Are there any elephants in the room that need to be addressed?
- Is complaining a problem on your team?
- Does your team have Rules of Engagement to address negativity?
- Is your team defensive or negative about negativity?
- _____
- _____



RULES OF ENGAGEMENT

Some of ours

- The goal is to grow and get better individually and collectively
- No one takes it personally
- Small ego / big mission
- Assume positive intent
- Manage emotional energy
- Discuss the behavior without personal attacks
- Love and Accountability

Add some for your team

What will you and your team do to get better at Positive Conflict? _____