



THE COMMON OBSTACLES IN TEAMWORK



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Business leaders often run into many obstacles that keep them from moving forward solely because of their doubts and fears. Since they are not perfect, it is crucial to learn how to partner well with others to form a stronger team effort.

Strong teamwork consists of people who are committed and want to work together in order to be prosperous and productive. Having a team of diversified individuals will bring many positive aspects to a business venture. Be aware that one of the pitfalls is cloning the same people over and over.

This will eventually lead to limited resources and limited skills.

The first strategy to implement is to identify your talents and the talents of your team. Once you identify these strong suits and the areas that you have the most skilled around, then the next step is to determine the talents and skills needed to find people where you are experiencing the greatest challenge and have the greatest need for growth. This will allow you to balance out the team and the project in a very solid way.



HARD WORK HAS BENEFITS: JUST NOT ALL THE TIME

In the long run, hard work always pays off. But, if you have to apply sweat and stress every step of the way, it's going to be a very difficult journey. This is where it is so important to be surrounded by others with different strengths than your own. When a leader and his/her team members strive toward the same goal with their individual talents, the journey will be much more enjoyable.



YOU CAN'T DO IT ALL BY YOURSELF

There are people who believe they must excel in every aspect of their business or they will never succeed. We have found this to NOT be true. You must learn to celebrate your skills and manage/accept your own shortcomings. The goal is to stay focused on tasks where you excel. When you know and act on maximizing where you excel, then it allows you to become a greater asset to your team. Identifying and using your strengths is where you begin to



really become part of the backbone within the team. There is no truer statement than – a Jack of All Trades – a Master of None.

A strong leader knows how to form a strong work team and how to delegate different tasks and responsibilities. As mentioned, this includes examining your various team members and discovering their strengths. Once you can realize these different strengths, it helps you to see what various projects best suit each individual in order to best use their gifts. A leader that is committed to constant growth and prosperity realizes they do not have to do everything themselves.

COMMUNICATION:

Teamwork starts with everyone being on the same page and identifying the challenges/task by listening to instruction being set forth by the team leader. It is good



to have your team repeat back these instructions in order to correct any forms of miscommunication or misunderstandings. This is called “parroting” information and defines clarity. It is also important to leave room for questions and to allow your team to know that you are willing to answer and further discuss any of their questions. Through deeper communication, leaders and members will develop skills needed on how to communicate clearly and concisely.

DIFFERENT WORKING TECHNIQUES

Everyone has a different way of approaching problems and solutions. We recommend taking time to have your team sit down and go over various scenarios to a production problem and how each individual would deal with that situation. This can be a bonding time for your team because, not only does it open the floor for discussion and new ideas, it causes the team members to appreciate one another and the differences in ideas and opinions each bring to the team. When members see and benefit for the team's diversity, there will be a stronger bond of respect that will develop among them.

UNDERSTANDING YOUR TEAM MEMBERS

When developing your team, it is important to remember that it is a sea of different personality types and different strengths and abilities. Some workers will jump right into a team environment while others might prefer to work alone. Workers that do not understand the purpose of a team are less likely to grow outside their shells. As a leader, your role is to develop each team member's purpose in the group and empower achievements that benefit one and all. Once team members are fully engaged, many will see the true value in teamwork and exponential growth of the team will occur. Barriers within the team can occur and must be addressed. By focusing on the team member's strength and helping them understand the role they play in the outcomes will decrease the number of barriers to address.

IN CONCLUSION

You do not have to put a team together in one day! Building a team isn't just bringing people together, as you can see it is so much more than that. Building a team is an ongoing process throughout the entire project and it will lead to greater company success because of the unique skills within this newly created team. Setting up various working periods and informative meetings will help keep team members focused and dedicated. Appreciate and value each team member, each has a role and responsibility to achieve the established outcome. Together through synergy the team will get stronger every day.





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