



### *Building the “We”*

*~Kenneth B. Cooper*

Working Values for Staff, Teams, & Meetings

#### **Be Encouraging to Others**

Receiving and offering encouragement helps us to do our best. If we recognize the efforts of others and encourage each other, we will feel good about working together and will be more likely to produce excellent results.



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#### **Give Others the Respect We Want to Receive**

When we speak, we want others to listen to us with an open mind to the ideas we are presenting. We should offer others the same openness that we want. In such an atmosphere, ideas flow freely, making the process more productive.



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#### **Maintain a Positive Attitude**

Keeping a positive attitude in the face of negativity creates an environment that is positive, productive, and successful. Reacting negatively to a problem or situation only escalates it.



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### **Be Honest and Open**

Members must be able to take action on the basis of information other team members provide. Hidden agendas break trust and destroy the team’s ability to interact successfully.



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### **Not My Ideas, But the Best Ideas**

The team process is a search for improvements that work best. Come to the table in pursuit of the best ideas. If others can improve upon our ideas, we should encourage them to do so.



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### **Make the Team’s Task Our Highest Priority**

Successful teams are those that truly come together behind a mutually shared vision and goals. For this to occur, the task of the team must be given precedence over the many different personal priorities that also motivate us.







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#### **Respect Diversity**

Diversity contributes to the strength of our collective efforts. We each have a unique contribution to make, and everyone’s contribution is to be honored. We will respect the diverse paths to excellence.



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#### **Blame No One, Fix the Problem**

Blame adds a second problem to the original problem. Staying respectful and on the side of others, even when they make a mistake, is crucial to good, long-term, working relationships.