

LESSON 5

The Law of the CHAIN

“The strength of the team is impacted by its weakest link”

From experience when it comes to teamwork:

- **Not everyone will take the journey.** Some people don't want to go. Kindly thank them and move on.
- **Not everyone should take the journey.** They have their own plans and agendas. Where the team is going isn't right for them. Wish them well and help them on their venture so that they achieve success in their venture.
- **Not everyone can take the journey.** Ability is the issue here. They can't keep pace with other members and don't want to grow in their area etc. Taking them along will endanger the team or slower the team's progress.

Example of effects of weak links:

$$\begin{array}{l} 10+10+10+10+10 = 50 \\ 10+10+10+10+5 = 45 \quad \quad \quad - \text{ Less 5\%} \end{array}$$

But if

$$\begin{array}{l} 10 \times 10 \times 10 \times 10 \times 10 = 100,000 \\ 10 \times 10 \times 10 \times 10 \times 5 = 50,000 \quad \quad \quad - \text{ Less 50\%} \end{array}$$

This is the effect of weak links

- Weak links are less aware than stronger members of their weaknesses and shortcomings.
- They also spend more time guarding their turf, saving their positions and holding on to what they have.
- When it comes to interaction, the weaker person normally controls the relationship.
- As long as the weak links is part of the team, everyone in the team suffers.

Team thoughts: The team cannot continually cover up its weaknesses.

Becoming a better team member:

- Some people measure themselves according to their best qualities while judging others by their worst.
- Everyone needs to be responsible for his/her own growth first.
- Examine yourself: which are the areas you need to improve on?
- Get somebody to evaluate you.

Becoming a better team leader:

- You cannot ignore issues created by weak links. Different approach needs to be used for different teams or situations.
- Lovingly nurture them and help them to grow while also minimizing their damage to the team.
- Your responsibilities should come in this order: to the organization, to the team and then to the individual. Your own interests and comfort come last.

