

## LESSON 13

### The Law of IDENTITY

#### *“Shared Values Define the Team”*

- Just as personal values influence and guide an individual’s behavior, organizational values influence and guide the team’s behavior.
- If everyone embraces the same values, team members can still have the connection to one another and to the larger team.
- For a team that possesses cohesiveness in regardless of the size, it is the common vision and shared values that enables it to be like that.
- If everyone has different ideas about what is important, the result is chaos. Eventually the team breaks down and everyone do things according their ways.

#### **The Value of Values ~ Shared values are like:**

- **Glue.** What teams face difficult times, it is values that hold people together. Like marriages, they are easy to stay together when they are flushed with love. Eventually, the passion for each other fades and when adversities come, the relationship turns sour. It is values that keep a relationship alive.
- **A Foundation.** All teams need stability to perform well and to grow. Values provide a stable foundation that makes those things possible. To build relationship with others of different cultures, it is important we need to find the common ground. In team building, values make the strongest foundation.
- **A Ruler.** Values also set the standard for a team’s performance. In corporate world, values are expressed in a mission statement.
- **A Compass.** When individuals embrace strong values, they possess a moral compass that helps them make decisions. If the team identifies and embraces a set of values, even with the large amount of challenges present, people in the team still know that it’s moving in the right direction and make good decisions.
- **A Magnet.** A team’s values attract people with similar values to the team. If you value innovation and organizational flexibility, you’ll most likely join a team that embraces similar values.
- **An Identity.** Values define a team and give it a unique identity to the team members, potential recruits, clients etc. What you believe defines what you are.

## THE CHARACTERISTICS OF AN ORGANIZATION THAT HAVE STRONG VALUES.

### 1) The Personal Growth of Each Team Members.

Be a strong believer in potential. Work very hard to develop your potential and to encourage others to do the same. How do you develop your potentials?

- Making personal growth your priority. The way to grow any organization is to grow the people in that organization.
- Attend training or conferences and becoming members of the mentoring group.
- Try to explore new possibilities and dare to make new changes.

### 2) The Priority of Adding Value to Others

Add value to people by developing and providing consulting, training and resources to organizations and to individuals.

### 3) The Power of Partnership

*“You can do what I cannot do. I can do what you cannot do. Together we can do great things”*. ~ Mother Teresa. That’s a succinct way to describe partnership. You can’t do everything. That’s where partnership comes in. Partnership begins the moment that a leader realizes we add value to him, and it ends with his vision is accomplished.

Put your needs first in every situation.  
Add value to your personal leadership.  
Recognize we serve a common goal.  
Tailor our services to meet your need.  
Never take for granted the trust placed in us.  
Embody excellence in everything we do.  
Respect everyone’s uniqueness.



### 4) The Practice of Raising Up and Developing Leaders

Everything rises and falls on leadership. The single greatest way to impact an organization is to focus on leadership development.

### 5) The Proper Stewardship of the Organization

Any organization that wants to continue fulfilling its mission must learn to be a good steward of its resources. 3 ways to do that in our organization: (1) managing our assets to get the most out of them, (2) placing our people strategically so that they can give and receive as much as possible, (3) giving ourselves to worthy causes. Doing these 3 things will maximize the use of our resources.

## 6) The Purpose of Glorifying God

In everything that we do, we must strive to honor God so that God's name may be glorified.

### VALUES ADD VALUE TO YOUR TEAM

- **Articulate the values.** Spend some time and bring the key team members to articulate the team's values. Put in on the paper.
- **Compare values with practices.** Watch your team in action and see whether the actions match with the values planned.
- **Teach the values.** Teach everyone on the team on the right values. Do it clearly, creatively and continually.
- **Practice the values.** Values have no value if you do not put them in practice. Help those teammates whose values which don't match the team's values to make necessary changes to align themselves with the team.
- **Institutionalize the values.** Weave the team's value into the fabric of the team.
- **Publicly praise the values.** Reward those who epitomize the values of the team by giving them praise and honor they deserved.

**Team thought: If your values are the same as the team's, you become more valuable to the team.**

#### Becoming better team member:

- Know what the values are.
- Examine your values and goals with them.
- If you can wholeheartedly buy into the team's values, commit yourself to aligning yourself with them.
- Find yourself another team if you cannot align your values with the team's because if not, you'll be a source of frustration to the rest of the team members.

#### Becoming a better team leader:

- Know the values that the team should embrace.
- Live out the values.
- Communicate the values to the team.
- Obtain buy-in of the values through aligned behavior among teammates.
- The process takes time and getting people to buy in can especially be difficult. The better leader you are, the faster they will buy into you and the faster they will embrace the values you impart unto them.