

LESSON 3

The Law of the NICHE

“All players have a place where they add the most value”

What happens to a team when one or more members of the team constantly play out of the position?

- Morale erodes because the team is not playing up to its capability.
 - People become resentful because they are working in the areas where their best are untapped.
 - People who feel that they can do a much better job resent because their skills are overlooked.
 - Then everyone becomes unwilling to work as a team. Team stops progressing, and team never realizes it's potential.
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- The achievements of an organization are the result of the combined effort of each individual.
 - A group of talented individuals, each must do what adds the most to the team.
 - People must be able to utilize each member's potential.

How to maximize the team's potential?

1) You must know the Team

- Must know the vision, purpose, culture and history of the team/organization.
- Know where the team is going and why it's trying to get there.
- Know where to start and start from there.

2) You must know the Situation

- Even with vision, situation can change constantly.
- Good team builders know where the team is and what situation it requires.
- Leader must take more time matching the person to the position.

3) You must know the Player

- Analyze each person's experience, skills, temperament, attitude, passion, people skills etc and put them in a position where they can utilize their strength.

How do I find my niche?

- Be secure – willing to change
- Get to know yourself – know your strengths and weaknesses
- Trust your leader
- See the big picture
- Rely on your experience

Team thoughts: *“You are most valuable where you add the most value”*

Becoming a better team member:

- If you know where your niche (strengths) but are not working on it, start planning for transition. E.g. change duties
- If you don't know what you should be doing, you need to do some research. Talk to friends, parents, relatives and others about your strengths and weaknesses. Find clues on what you should be.

Becoming better leaders:

- Great team leader knows proper placement of people. Know your team, the situation and the players.
- Help people to maximize their potential and effectiveness, stretch them out of their comfort zones but never out of their gift zones.

