Habit 6- Synergize

Alone we can do so little, together we can do so much - Helen Keller
Synergy is Everywhere

You have been a part of synergy in many forms
  - Nature
  - Teams
  - Group Projects
  - Band
  - Orchestra
Synergy

- It is...
  - Celebrating differences
  - Teamwork
  - Open-mindedness
  - Finding new and better ways

- It is not
  - Tolerating differences
  - Working independently
  - Thinking you’re always right
  - Compromise
We are all a minority of one

- We have different styles and traits and characteristics
- What fruit were you?
- Which fruit was the best?
- What if we were all the same?
- We all have strengths and weaknesses. No one is better or worse, just different
We are a minority of one

- We learn differently
  - One way isn’t better than an other, only different

- We see differently
  - Look at picture on page 186- what do you see
  - Look at picture on page 194-what do you see
  - Look at picture on page 200 then look back on page 194-do you see
  - We look at life from different paradigms
Celebrating Differences

- Three possible approaches to diversity
  - Shun differences-these people are afraid of differences. They only accept people that are the same as them
  - Tolerate differences-They believe that everyone has a right to be different. Don't bother me and I won't bother you. They don't synergize-differences are hurdles not potential strengths
Celebrator’s Profile

- People value differences, see them as an advantage, not a weakness
- Don’t have to agree with the differences
- Diversity = Creative Sparks = Opportunity
- Difficult to do all the time
  - Appreciate racial and cultural differences but look down on someone because of the clothes they wear
Roadblocks to Celebrating Differences

- Three major roadblocks are ignorance, cliques and prejudice
- Ignorance- you don’t know what other people believe, how they feel, or what they have been through.
  - Someone who has a disability and asking them what it is like. They don’t know what it is like not to have a disability. Would they ask you that?
Roadblocks con’t

- Cliques
  - Nothing wrong with being with people you are comfortable, but cliques exclude people that aren’t just like you
  - Breaking into a clique isn’t hard, just lose your identity and assimilate and suffer superiority complexes
Roadblocks con’t

● Prejudice
  – Although we are created equally, we are not treated equally
  – Have you ever been pre-judged based on skin color, your clothes, your accent, where you live
  – Prejudices are learned
Finding the “High” Way

- Compromise $1 + 1 = 11/2$
- Cooperation $1 + 1 = 2$
- Synergy is $1 + 1 = 3$
  - The Whole is greater than the sum of its parts
  - Creative cooperation
  - Great Compromise
Getting to Synergy - Action Plan

- Define the problem or opportunity
- Their way (seek first to understand)
- My way (seek to be understood)
- Brainstorm (create new options and ideas)
- High Way (find the best solution)
Action plan for The Vacation

- Pg 195
Teamwork and Synergy

- Great teams are made up of different types of people
  - Plodders- sure and steady
  - Followers-supportive of leaders
  - Innovators-creative idea people
  - Harmonizers-provide unity and support, great synergizers
  - Show-offs-fun to work with, add spice and momentum