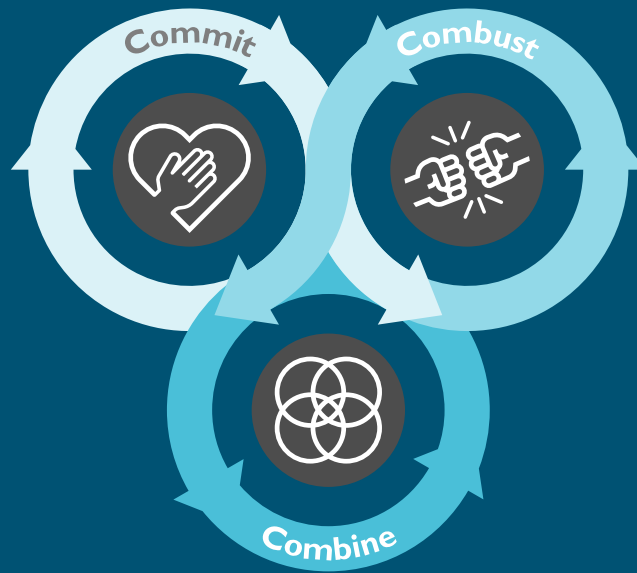




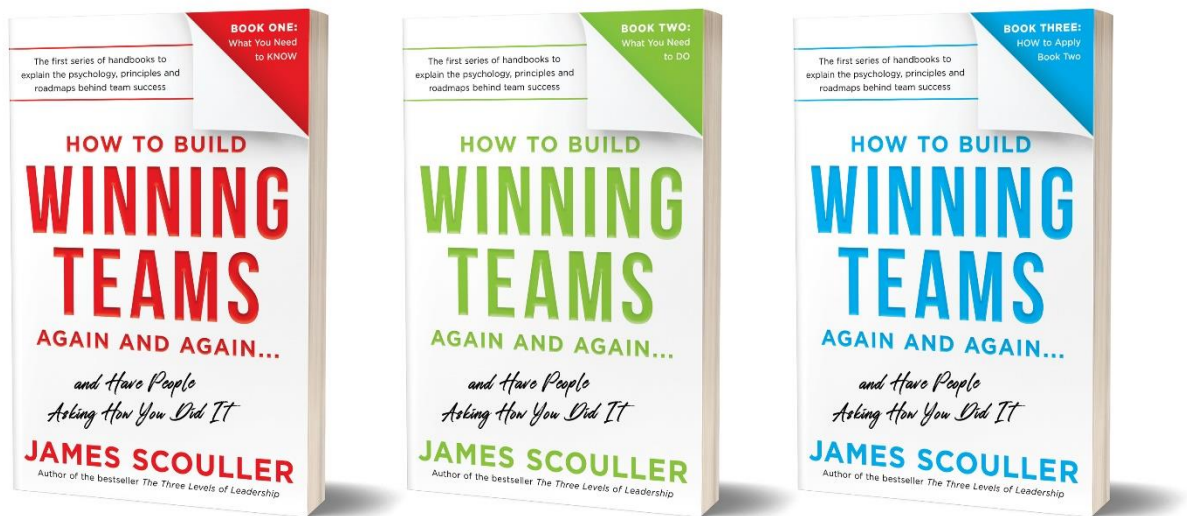
COMMIT-COMBUST-COMBINE

02 The model on one page

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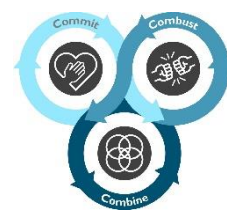
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COMMIT-COMBUST-COMBINE:

THE MODEL SUMMARISED



	Commit	Combust	Combine
Themes	Inclusion	Power	Intimacy and Focus
Individual drives and concerns	To be part of something bigger than you, to be noticed, to feel significant and included, to feel a distinct valued individual.	To feel competent, influential, able to cope and make a difference, to win others' respect for your efforts.	To be liked and build closer trusting relationships while both contributing to team goals and achieving personal growth.
Key questions	Given our purpose, what blend of knowhow and behavioural skills do we need, and so who should be in this team? Shall I be an active, engaged member of this team or shall I stay uninvolved, hold back and remain on the sidelines?	Am I seeking high or low influence, especially when we consider and act on team decisions, and will I face battles with my colleagues, so shall I act timidly, subtly or forcefully?	Shall I trust these people and say what I really think and feel, at the risk of making myself vulnerable, or remain guarded? Shall I put the team's priorities before my own interests and, if so, how can I best use my talents to help us succeed ... or shall I look after number one?
Team purpose and goals	Must motivate all members enough to decide they're "in".	Must create enough "glue" as power struggles start.	Must be as powerful as self-esteem in shaping behaviours.
Each member's focus	Inward. My personal safety. My visibility. My feelings... and theirs about me.	Inward. My goals. My role. My impact. My power. Goals that help me. My feelings.	Inward and then outward. Me-trust-us. Joint outputs. Team goals and success. Our feelings.
Roles	Sensing my role(s)	Establishing my role(s)	Adjusting and flexing my role(s)
Relationships	Dependence	Independence	Interdependence
Behaviours	Orientation and testing	Struggle and conflict	Openness and collaboration
Self-esteem complications	Fear of being <i>ignored or dismissed</i> due to believing that you are insignificant or inferior to those you are working alongside.	Fear of being <i>humiliated</i> because of failure, mistakes or not knowing the answers due to believing you are not good enough, an impostor.	Fear of being <i>rejected</i> if you say something fellow members object to, due to believing you're unlikeable, that people will never trust or like you.
Problems to watch out for	Superficiality, not paying attention, withdrawal, withholding, lateness or absence, pairing up.	Passive-aggressive silences, competition, cliques, conflict, avoiding issues, dominant members, scapegoating.	Distrust, complacency, hidden agendas, elephant in the room, closed or rigid mindsets, groupthink, sabotage.
Resolution of issue	Members feel included, they sense their role, they believe the team's aim is worthwhile and achievable, and they're "in".	Members settle into their team role, accept how decisions are made, and are happy with their influence and responsibilities.	Members open up, tell the truth, develop closer bonds, put the team's purpose first, and apply joint accountability.

