



THE TEAMFIXER® TOOL

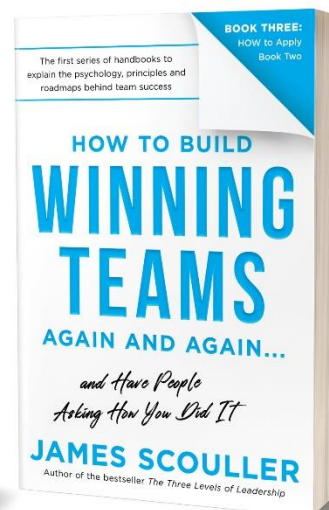
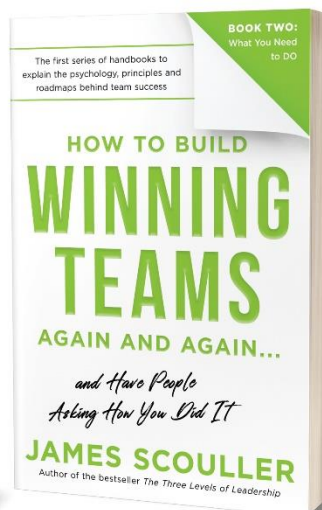
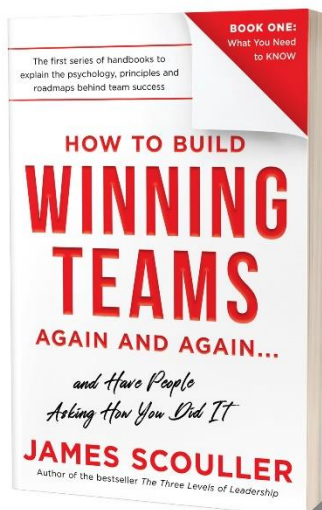
#1 How to use it

From James Scouller, author of the trilogy, **How To Build Winning Teams Again And Again**

Visit his website: www.leadershipmasterysuite.com



A TOOL FROM JAMES SCOULLER, AUTHOR OF THE TRILOGY **HOW TO BUILD WINNING TEAMS AGAIN AND AGAIN**



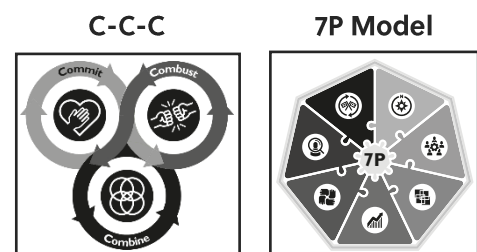
HOW TO USE THE TEAMFIXER® TOOL



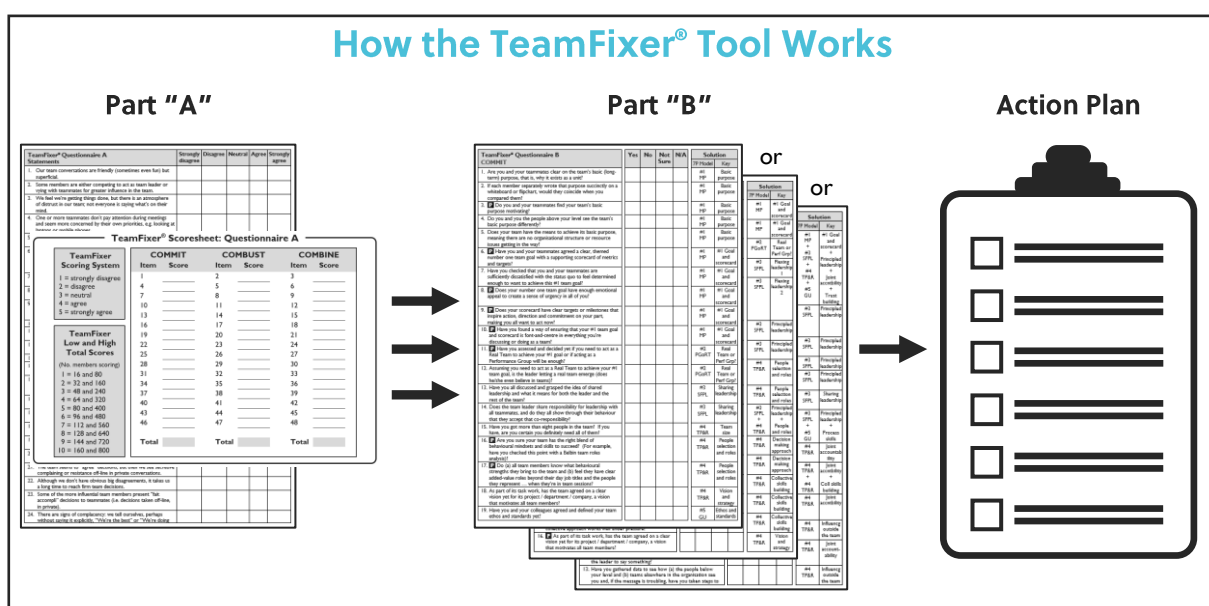
Introduction To The Tool

The **TeamFixer®** is a two-stage tool. It draws on the Commit-Combust-Combine (C-C-C) and 7P Action Principle models explained in Books One and Two of the trilogy, **How To Build Winning Teams Again And Again**.

The first stage, **part A**, starts by offering a menu of symptoms to choose from – things you and your teammates can see or feel happening when you work together. Then it uses a scoresheet to tell you which of the Commit, Combust or Combine issues is the dominant force in your team.



The second stage, **part B**, starts from the dominant C-C-C force revealed in stage one. It poses questions to help you detect the problems you need to address and shows which 7P principles – and action keys within those principles – fix those problems. Next, you look up those action keys in Book Two to refamiliarise yourself with the advice I offered there. Finally, you draw up a plan. The diagram below summarises diagrammatically how TeamFixer works.



Why a two-stage tool? Because it's best to know which C-C-C issue is dominant before crafting your action agenda. That way, you can prioritise. You're able to set aside issues you can "park" for now and concentrate

on the changes that'll make the biggest, fastest difference to your team's results. It's a smart thing to do because as I explained in detail in Book One, you'll find there's a natural sequence to the C-C-C issues.

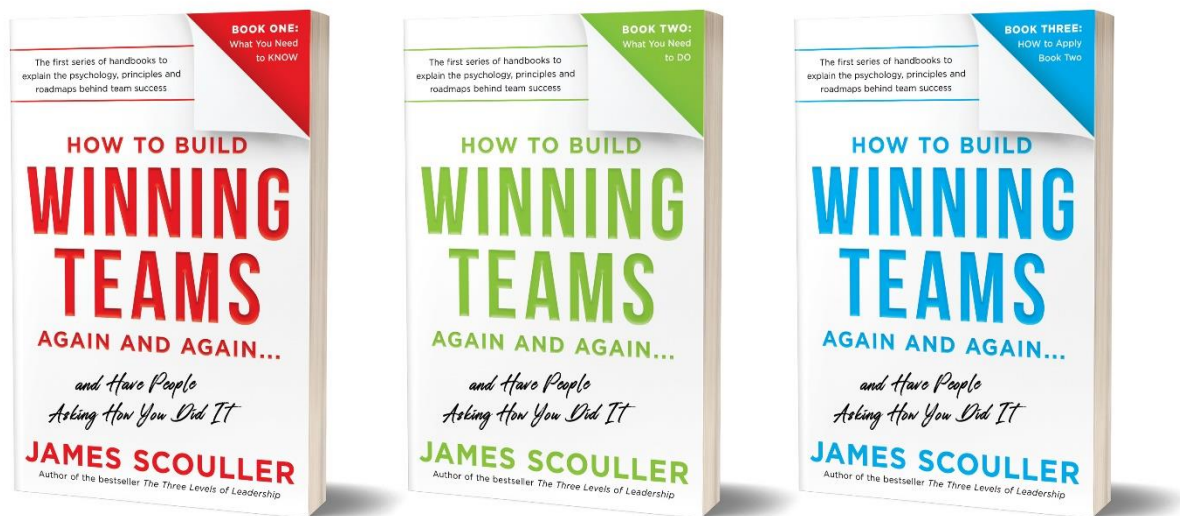
- **Commit** is typically the first issue members face after joining a team. Why? Because if they don't decide, "Yes, I'll engage, at least for now," the team won't need to address the Combust challenge. Again why?
- Because **Combust** centres on influence and power; it only takes centre stage after members address their Commit needs as power over the team's decisions and direction is irrelevant if no one wants to stay or play a full part – they won't care enough to worry about it!
- And **Combine** normally follows Combust because it's usually only after members gain enough feel for their power and position in the emerging team (typically by trial and error and judging colleagues' reactions) that they'll turn to the Combine issue. Only then do they start developing closer connections, building trust, supporting teammates' needs, putting the team first and applying peer pressure.

The Seven-Step Process

Here's how to apply the TeamFixer® tool:

- Step 1:** Complete Questionnaire **A**. (Either the team leader alone or, better still, ask all team members to fill it in.)
- Step 2:** Score your answers using the Questionnaire **A** scoresheet and add up the totals.
- Step 3:** Interpret your "**A**" scoresheet results to see which psychological issue among Commit, Combust or Combine is dominant in your team right now and choose from the three "**B**" questionnaires the one matching your main C-C-C issue.
- Step 4:** Answer Questionnaire **B** to see which action items should be on your agenda, note the 7P principles (and action keys) that address them and draw up a draft action list.
- Step 5:** Edit your draft action list by (a) focusing on the Questionnaire **B** items marked with the "priority" **P** sign and (b) ignoring the greyed-out questions if you've decided to work as a Performance Group.
- Step 6:** Consult the 7P principle in Book Two recommended for each action item. (Each principle has its own chapter.) Within that chapter, review the action key linked to your problem to see what you and your teammates can do to move forward.
- Step 7:** Draw up your team improvement plan, focusing first on the **P** "priority" items, and start applying your "fixes" together.

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