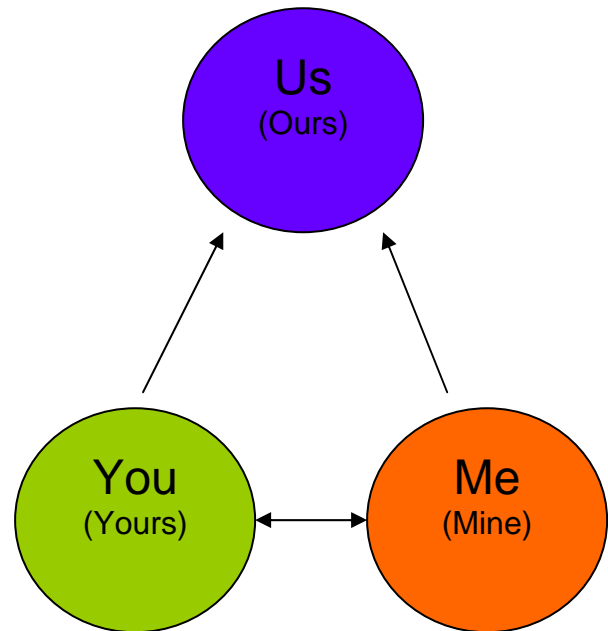


## Yours, Mine & Ours

Amidst the challenges of doing business today, it's easy for teams get stuck in back and forth power plays between individuals on the team. Engaged in a "yours vs. mine" competition they lose sight of why they have come together in the first place.

Just as "you" and "me" have distinct personalities and intelligence so does the "us." The team system is a dynamic culture of spoken and unspoken practices, needs, rules, values, ways of working, blind spots, energy and expectations.

If you elevate the conversation to "ours" (or at least invite its opinion) you'll find team members naturally shift from polarized tug of wars between "who is doing what to whom" to more creative strategies in service to team goals.



One way to do this is to increase awareness of "yours, mine and ours" by giving voice to all perspectives.

Consider a team goal (let's say it's to reduce cost by 15% in 6 months). Create a matrix on a flip chart with yours, mine and ours heading each column. Articulate individual and team actions, attitudes, contributions and communications that will contribute to achieving this goal. Fill in each column so it's very clear what is "yours, mine and ours" for each team member and leader. Discuss ways to support each other in accomplishing what is listed.

The process alone can enlighten because it makes everyone's commitments transparent, minimizes making stuff up, clarifies expectations and sets boundaries so everyone can better mind their own business and align around a common team objective.

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