

The Law of Significance

Rod Williams

We promised you exercises last week. For our first exercise:

You have a pack of pieces on your table. It's either Indians, firemen, army-men, or You also have a piece of tape on the front of your desk. You must line these pieces up in a line, and they must alternate, each adjacent pair facing toward or away from each other. Some of the pieces may not stand up on their own; that's why you have the tape on there. You have two minutes to complete this exercise. When you're done, the team captain must say "Done."

(much activity)

Two minutes. Who all finished?

(Only one team finished.)

Okay, I will give an extra thirty seconds to those who didn't complete. Begin.

10 ... 9 ... 8 ... 7 ... 6 ... 5 ... 4 ... 3 ... 2 ... 1. All right, stop. Now take all the pieces and put them back in the bag.

(much activity)

All right; we'll talk more about this activity when we cover the law of significance.

Pastor Paine

I'm really excited about this teamwork.

Why a team?

Why a team, especially if it's something that you can do alone?

- Shopping
- Run the resource center
- Produce a report
- Put gas in the car
- Make coffee
- Paint a wall

Why build a team? What are some of the benefits?

- It's fun
- You can do more
- Creativity
- Time
- Finish faster
- Don't get burned out

- Better results
- Someone to relate to
- Fellowship
- Accountability
- Comraderie
- Two are better than one

Let's talk about teamwork and some of these laws. I believe that this topic can be life-changing. I work well alone, so that's my natural enemy, if you will, of teamwork. We are all in the learning process, and we can see lots of things that we can bring people in on.

The qualifying test for one of these laws in this series is this: Here's how we know it's a law and not just a good idea.

- It's not based on culture, gender, or age.

Gravity is a law; it's not just a good idea. It doesn't just work in one country and not in another.

- It will relate and apply to all communities.

You're going to have some teamwork things that aren't laws, but there are seventeen here that we're going to call laws.

- It's recommended by other teammates as teamwork laws.

Your teammates will recognize these as laws. They are true all the time. There was one time that I was pulled over by an officer for speeding, and I was trying to explain to him why it was a good idea that I was going the speed I was going. (traffic flow, etc.)

- They will stand the test of time.

They'll be true tomorrow, the next day, and so on.

Here are some other things that are true about these laws:

- * 1. These laws can be learned.

If you're facing an obstacle in your team-building, you can overcome that obstacle.

- * 2. These laws stand alone.

Each one is true and valid by itself. One doesn't depend on another. If you're wondering why you are having trouble in your team-building, look for the law that you're violating. When we wrote down our goals, I wrote down that I want a better working knowledge of these laws and how they apply.

- * 3. These laws carry consequences.

Do it right, and you will win. Do it wrong, and you and your team will lose. Get it right and your team will benefit.

- * 4. These laws are the foundation of teamwork.

Why a team?

As we study these laws, I hope that you will take full advantage of them, both in being a member of a team and in leading others.

Rod Williams

What were some of the good things about the exercise?

- I love playing with army men.
- Had to work together to finish.
- Fast-paced.
- Communication.
- Making sure we don't argue.
- Focus on one thing.
- Looking past each others' faults.
- Trusting our team-members.

How many of you had one person at your table when we started? I think it was you, Jesse. How did it make you feel?

Alone!

What did you do about it?

I had to join someone else.

How many teams finished in the time allotted?

(Three)

How many team captains said "Done" when they were finished?

(None)

Was this a successful exercise?

No, because not a single team correctly followed the instructions.

**Yes, because*

Why did your team not finish?

- We thought we had to tape every man on the table, and that turned out to be a fiasco.

How many of you thought, before you started, that you could do it all by yourself? I did.

I'm going to list the nine reason why we do things by ourselves:

1. Insecurity
2. Ego
3. Fear
4. Selfishness

Why a team?

5. Pride
6. Control
7. Naivety
8. Poor teammates
9. Lack of training

Insecurity

A lot of times we don't share a task because we fear that if we did, someone else might do it better.

What are some of the insecurities that we feel?

- The other person is younger, faster, or smarter
- They might have a college degree
- I might be judged poorly
- The other person might be more popular

How can we overcome this insecurity?

- Know your purpose
- Realize that you're going to make mistakes and fail forward
- Know your own limits
- Trust in other people

That's a big one. Maxwell calls it the Law of Solid Ground.

There are a lot of different gifts and talents in this room. How can we make them work together and overcome our insecurities?

Ego

Everytime I hear someone talk about ego, it always relates to the men. Women, do you have egos? Sherry?

Yes.

Connie?

Oh, yeah.

What are some reason why we get egos?

- We're insecure.
- You might have done something for so long that you think you can do it all.
- Guilty of comparing with others.
- Surrounded by "yes-men".
- Sense of accomplishment.

What are some ways we can overcome that ego?

- Step aside and let other people get the credit
- Actively seek out and fellowship with people who are willing to openly criticize your shortcomings

Why a team?

- Do something you're not good at
- Remind myself that "without others, I can do nothing"
- Participate in a group
- Value others' ideas

How many of you *know* when someone has an ego? You say, "That's an egotistical person right there."

Fear

Someone said, "I'm not scared of nothing." Okay. I hope you fear God, then. The main reason we fear teamwork is because we don't want someone else to mess up the job. But guess what? If you take the time to teach someone else, maybe next time you can step aside and let them do the job.

How many of us have never messed anything up?

(no hands)

How many of us have messed something up and learned from it?

(unanimous)

Selfishness

Sometimes we just want it for ourself. How can we overcome that?

- Putting self to the side
- Sharing
- Remembering the good things that happen to other people will also benefit you
- Think about the goal
- Develop a habit of giving
- Put needs of others first

Remember, we're thinking about "One is too small a number to achieve greatness."

Pride

"If I allow Chris to do this thing, I will become less important." If you think that way, know that pride comes before a fall. Don't be afraid to let your teammates take the credit. What are some things that cause us to become prideful?

- Thinking you're doing it all yourself?
- Ego
- Believing your own press
- People compliment you a lot
- "Everybody else will slow me down"
- Fame

How do we overcome that? There is pride that is good; don't get me wrong. There is pride in your team, pride in your work. This isn't the kind of pride that we're talking about.

- Realizing how destructive it is

Why a team?

- Every good and perfect thing comes from above
- Focus on accomplishing the goal, not who gets the credit
- Knowing that it's God working through you

Control

You want to do it yourself because you want control. Have you ever heard of a "control freak"?

- Be patient
- Focus on principles, not mechanics
- See the big picture
- It's easier to share the load
- Delegation of responsibility
- Remind yourself not to micro-manage

Naivety

Sometimes we work alone because we don't know about teamwork. We've never had to be in a teamwork situation.

Poor teammates

Get ready; everybody get your seatbelts and helmets on. Say that Juan is a supervisor, and Jesse, Aaron and Bill are constantly fumbling the ball; they're constantly messing it up. I've been in that situation before. Jesse is always ten minutes late; Bill is always sleeping; Aaron is always doing something wrong. So I guess I'll just do it myself.

Some of the things you can do as a team leader:

- Find out what motivates your teammates.
- Maybe they need training.
- Maybe they have other issues that are interfering.
- Maybe they just don't care for the job.

Lack of training

You haven't been trained properly on how to develop teams and teamwork. We all need to learn.

How many of us have dreams that are bigger than us? Do you think it will take teamwork to develop those goals? Of course. For you that are in the military, you have to work together as a team, because of the environment that you're in. If one of your teammates are not performing as they should, the consequences could be the loss of a life. If you're the boss, your people depend on you.

I'm attending a project management class. I learned about someone who took on an IT project, and halfway through, realized he couldn't finish it. The project was worth three hundred million dollars, and they got sued for not completing it.

The consequences for lack of teamwork can be severe. Know your teammates. Know what motivates them.