

The Law Of The Niche

Exercise

— Pastor Paine

Today's exercise is this. We will allow you to build a hypothetical team, and the goal is to look for people to fill their niche. Sometimes we build teams by looking for who is available. But that's not always the best strategy.

1. We're going to look for people's strengths, their gifts.
2. We're going to look for people's weaknesses; areas where people don't fit.
3. We're going to look for ways to help people find their niche.

I've got a bunch of hypothetical teams up here, and two of them are blank, so you get the opportunity to build your own team. So I want the team leaders to come up and pick one, then go back and don't discuss the papers just yet; I want us all to discuss the instructions first.

The first page says "You are building a team to" (do something.)

On the next page, you will list eight desired qualities that you will need for your team.

On the third page, you will pick three qualities that you don't want on your team.

The big sheet lists a bunch of qualities to choose from. We got most of them from when you described your teammates.

On the last page, you will name your team.

(much discussion...)

(Each team leader stands up and lists the 8 needed and 3 unneeded attributes. Then the group discusses and challenges their choices.)

We've all had an experience where we worked on a job that we hated, and we weren't very good at it. And then we found a job that we loved, and we were great at it. I remember one time when I fired a guy that was working for me. I said, "You're not suited for this job. You need to be doing something else." He said, "I've never felt so good about being fired. I want to go out and do something." And I said, "Go!"

Training

— Rod Williams

As I was watching the exercises from the back. I really saw us all come together as a team. That's what it's all about.

How many have ever been in a job that drained you, because it was the wrong place for you? How many of you were in a job where you'd do it even if you didn't get paid?

- Junior High and High School. I just couldn't stand it.
- I was at a factory where you were on a production line doing the same thing all day every day.
- Scullery in the Navy. I hate washing dishes.
- Scullery is the best job in the Navy! I worked from fifteen minutes before the meal until fifteen minutes afterwards, and nobody saw me the rest of the day.
- I love being on the A/V team.
- I love teaching Sunday School. It's way less of a challenge than my actual job, teaching in the public school system.
- I love playing the bass. Even before I ever played, it was already in my heart to play it. But God always reminds me that he is the one who placed that gift in me.
- When I worked in Japan raising funds for orphanages, I got a sense of accomplishment working for something bigger than me. Something was being accomplished every day.

How do we go about stretching someone out of their comfort zone without taking them out of their niche?

- Start small and work towards bigger tasks.
- Encouragement.
- As a leader, you treat the team member as if they were already what you want them to become. As a team member, you take on a task that you're totally unqualified for, and grow into it.
- Give added responsibility. Put them in charge.
- Communicating and helping.

- We should each be teaching our job to the one below us, and learning the job of the one above us.

Let's look at our fill-in-the-blanks, page 9 in the workbook.

- Law 3: the law of the **niche**
- The sign of a Successful Person — They have found the right place for **themselves**.
- The sign of a Successful Leader — They have found the right place for **others**.

Everyone has a strength, a quality where they stand out. Those qualities that you weren't looking for, are they a bad thing? We tend to get people on our team that we are comfortable with. That's natural. I want to work with people who are like me. But a lot of times, that doesn't help your team become successful. You may say to your team, "I want someone to go and do this," and nobody wants to do it. As a team leader, you need to be able to identify those qualities and place people in the right spot.

If you're in the military, did you pick your job position when you joined? Maybe you thought you did, but they put you where they needed you.

How many of you interviewed and got a job, then found out that you'd actually be doing something else?

How many of you started out doing something you hated, but later on it became your niche?

In the reading, what are some things that stood out for you?

- The whole rising of Colin Powell finding his niche.
- The part where it talks about the importance of a parachute-rigger.
- Colin Powell excelled at something he really liked, then was challenged to move out of his comfort-zone.
- The section called "Start by finding the right place for you."

Here are some things that I got from the lesson:

- Put people in places that utilize their talents and maximizes the team's potential. You need three things:
 1. You must know the team.
 2. You must know the situation.

3. You must know the players.

This is in page 35 in your reading, if you're looking for it.

You don't necessarily want everybody on your team to work on every project.

How do I find my niche?

1. **Be secure.** We talked about that in our first law, the law of significance. If you lack certain strengths, don't let that make you insecure.
2. **Trust your leader.** If they give you advice, put it into practice.
3. **See the big picture.** Know the overall goal.
4. **Rely on your experience.** If you've tried something and it works, use it.

If you are on a team, you need to know your teammates. How do you do that?

- Get together with them outside of the workplace or sports team or whatever. Have breakfast, coffee, or work on a side project together.

In the reading, it talked about placement of people. (page 33)

- Wrong person in Wrong place: Regression
- Wrong person in Right place: Frustration
- Right person in Wrong place: Confusion
- Right person in Right place: Progression
- Right **people** in Right place: Multiplication

How do we put the right people in the right place? In great basketball teams, they have great players, it's true. But they also have great chemistry. The coach of the LA Lakers gives his players books to help them advance not just in basketball, but in life.

Summary

— Pastor Paine

I want to take a couple of moments to look at the day and ask if there was any area in the reading or discussion that you were challenged in. Did you get to a place where you thought, “I can do that different?”

I’m sensitive to the fact that when we talk about traits we don’t want on our team, some people might get the impression that we’re saying “we don’t need you; get out of here.” If you’re on the team, it’s important that you find your niche. I think what jumped out at me is that there’s a pretty good test for whether you’re in your niche or not. If what you do drains you internally, (not physically, but emotionally), then it’s probably not your niche. Debbie, you talked about a job where it exhausted you physically, but you were excited about it. That was your niche.

If you’ve got someone on your team who is frustrated, talk to them. Maybe you can help them find their moment of breakthrough.

I want everybody to work on the Application. We’ll discuss it next week.

Homework

(From page 9 in the workbook)

List the top three areas that identify your niche:

1. _____
2. _____
3. _____