Habit 6 – Synergize – the “High” Way – Public Victory

Habit 6: Synergize - The “High” Way – Working Together to Achieve More – (Two heads are better than one)

Synergy means that the sum is greater than its individual parts. In other words, synergizing is proving 1+1 can = 3. How?

Start with understanding that we are all UNIQUE.

Synergy is celebrating difference, NOT just tolerating it.

Synergy is working together as a team, NOT just as an individual.

Synergy is finding a new better way, NOT settling.

“Alone we can do so little together we can do so much.” Helen Keller

The world is a melting pot of cultures, races, religions, and ideas. Since this diversity around you is always expanding, you’ve got an important decision to make regarding how you’re going to handle it. There are three possible approaches you can take:

Level 1: Shun diversity – **Shunners** are afraid of differences-convinced

 their way of life is “best”, “right”, or the “only” way.

Level 2: Tolerate Diversity - **Tolerators** believe that everyone has a right to be different. They do not shun diversity but do not embrace it, either. Their motto is: “You keep to yourself, and I will keep to myself. You do your think, and let me do mine. You don’t bother me, and I won’t bother you.”

 Level 3: Celebrate Diversity – **Celebrators** value differences. They view

 differences as advantages, not a weaknesses.

The **three largest Roadblocks** to celebrating differences or roadblocks to synergy) are:1) **ignorance, 2)cliques, and 3)prejudice**.

1. **Ignorance**: Ignorance means you are clueless. You do not know

what other people feel or believe, or what they’ve been through.

1. **Cliques**: There is nothing wrong with hanging out with guys or

girls you feel comfortable with; it only becomes a problem when your group of friends become so exclusive that they reject everyone who isn’t just like them.

1. **Prejudice**: Being prejudice means you dislike certain people for

no reason other than their skin (race), gender, accents – just to list a few. In other words, they have not given you a reason to dislike them.

We are all a minority of one. Diversity is not only external, it is internal. We learn differently.

Seven kinds of learning styles – (often believe that kids may learn best through their most dominant intelligence)

* LINGUISTIC: learn through reading, writing, telling stories,
* LOGICAL\_MATHEMATICAL: learn through logic, patterns, categories, relationships
* BODILY-KINESTHETIC: learn through bodily sensations, touching,
* SPATIAL: learn through images and pictures
* MUSICAL: learn through sound and rhythm
* INTERPERSONAL: learn through interaction and communication
* INTRAPERSONAL: learn through their own feelings

One type of learning is no better than another, only different.

We See the world differently and has a different paradigm about themselves, others, and life in general. One you catch on that everyone views the world differently, and that everyone can be right, it will increase your understanding and respect for differing viewpoints.

We have different styles, traits, and characteristics.

Once you have bought into the idea that differences are strengths and not weaknesses, and once you are committed to at least trying to celebrate differences, you are ready to find the “HIGH” way.

Synergy is more than just compromise or cooperation.

 Compromise is 1 + 1 = 1.5

 Cooperation is 1 + 1 = 2

 Synergy is 1+ 1 = 3 or more. Synergy is creative cooperation, with an

 emphasis on the word “creative.” The whole part is greater than the sum of

 the parts.

Getting a Synergy Action Plan:

1. Define the problem or Opportunity
2. Their Way (seek first to understand the ideas of others.)
3. My Way (seek to be understood by sharing your ideas.)
4. Brainstorm (create new options and ideas.)
5. High Way (Find the best solution.)

Synergy doesn’t just happen. It’s a process. You have got to get there.

Teamwork and Synergy:

Great teams are usually made up of five or more different types of people, with each member playing a different but important role.

* Plodders. Sure and steady, they stick to the job until it’s done.
* Followers. They are very supportive of leaders. If they hear a great idea, they can run with it and follow through on making it work.
* Innovators. They are creative, idea people. They offer the sparks.
* Harmonizers. They provide unity and support and are great synergizers as they work with others and encourage cooperation.
* Show-offs. Fun to work with, they can be tough at times. They often add spice and momentum needed to bring the team overall success.

Great teamwork is like a piece of music – all voices and instruments are singing and playing at once but not competing. They blend perfectly – this is synergy.

The wonderful by-product of teamwork and synergy is that it builds relationships.

Quiz Habit 6: (Place in your notebook)

1. How is synergy different than compromise or cooperation?
2. In what ways does celebrating diversity different than tolerating diversity?
3. Which of the three roadblocks to synergy (ignorance, cliques, or prejudice) do you struggle with the most?
4. Are you a plodder, a follower, an innovator, a harmonizer or a show-off?