

LEADING HIGHLY **FUN**CTIONING TEAMS

Teambuilding Activities for Everyone



John Jones, PMP®, CGCIO™ | PMI Global Insight Team
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Teams face
each other:

Team A –
check out
Team B

Team A –
turn around

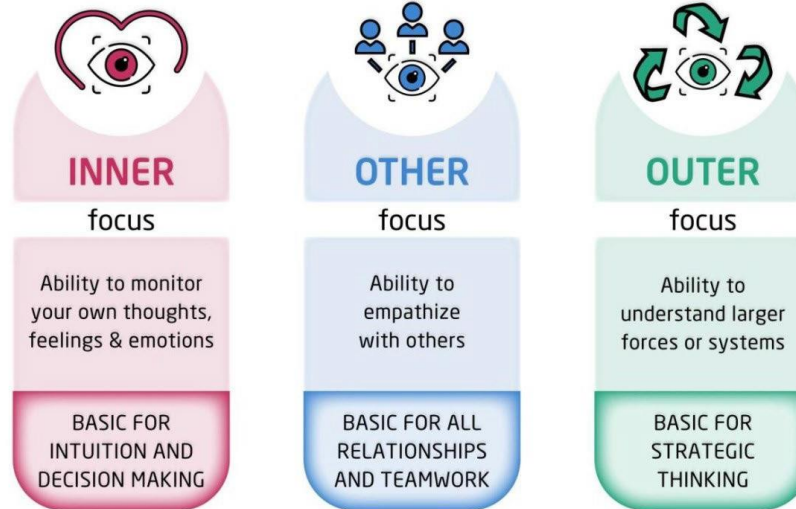
Team B –
Change as
many
things as
you like...

Team A –
turn around
and figure
out what's
changed!



LEADERS NEED THREE KINDS OF FOCUS

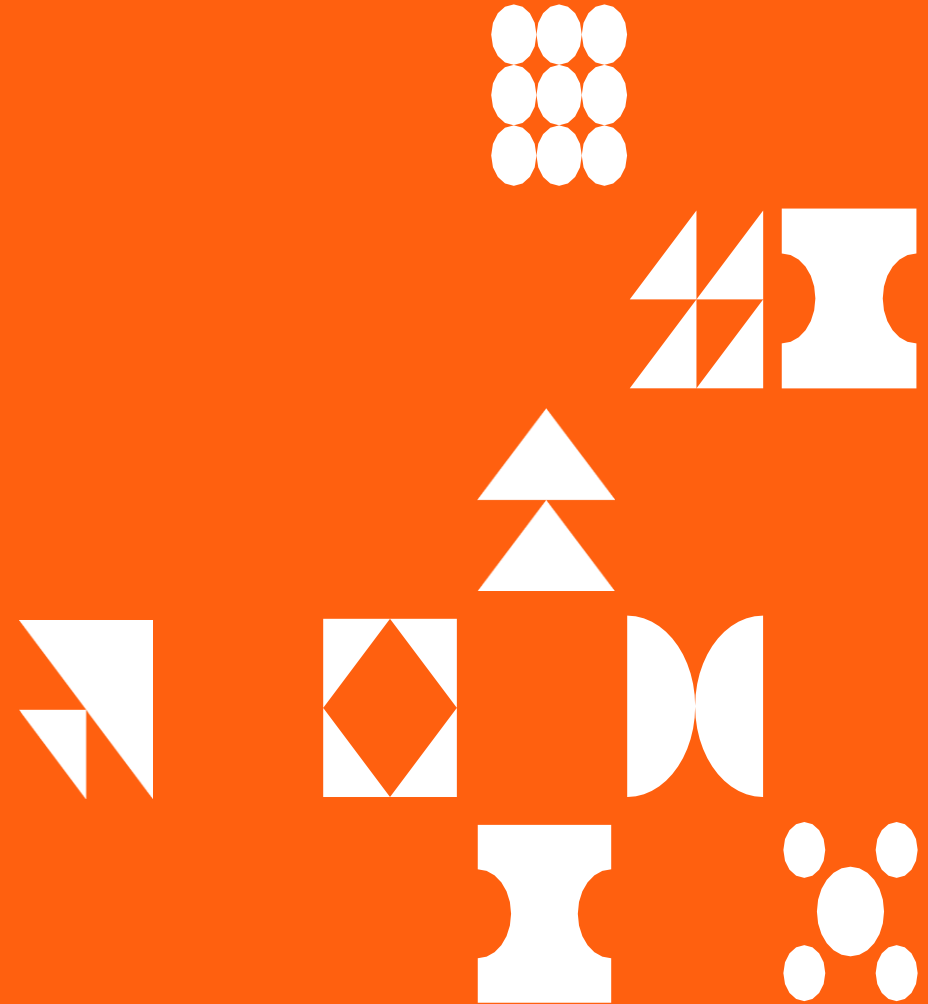
Data source: @tnvora | Infographic design by @agrassoblog for educational and motivational purposes



HOW TO IMPROVE?



SOME TOOLS TO
ADDRESS THE 'INNER'
ASPECT...
CONTINUOUS
LEARNING IS VITAL



DISC:
DISCOVERING
YOUR
BEHAVIORAL
STYLE

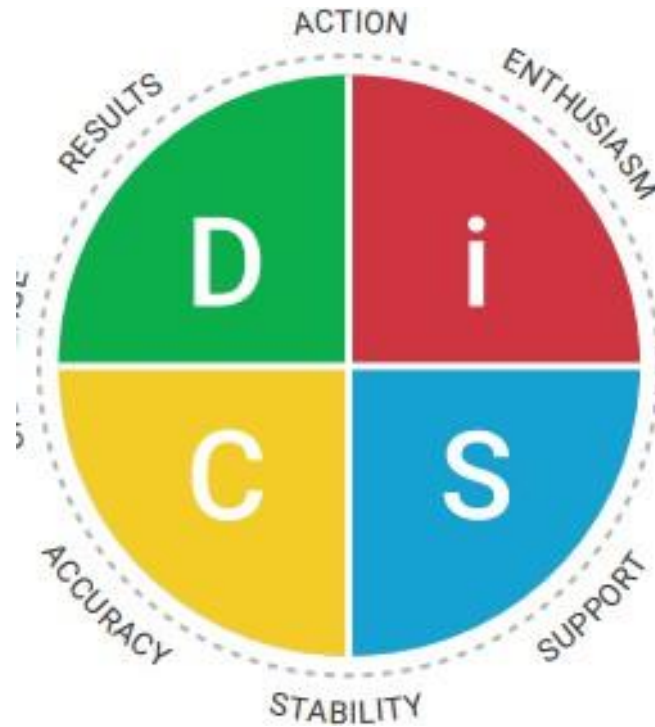


Dominance

influence


Steadiness

Conscientiousness



Purpose

First and foremost, DiSC profiles are about self-knowledge and communication. They are designed to help improve communication and cooperation in your workplace, boost the performance of teams, and improve the effectiveness of leaders and managers.



DiSC profiles provide a common language that people can use to help better understand themselves and their colleagues and then use that knowledge to adapt their behaviors and improve relationships.

<https://discpersonalitytesting.com/free-disc-test/>

Dominance

A person primarily in this DiSC quadrant places emphasis on accomplishing results and “seeing the big picture.” They are confident, sometimes blunt, outspoken, and demanding.





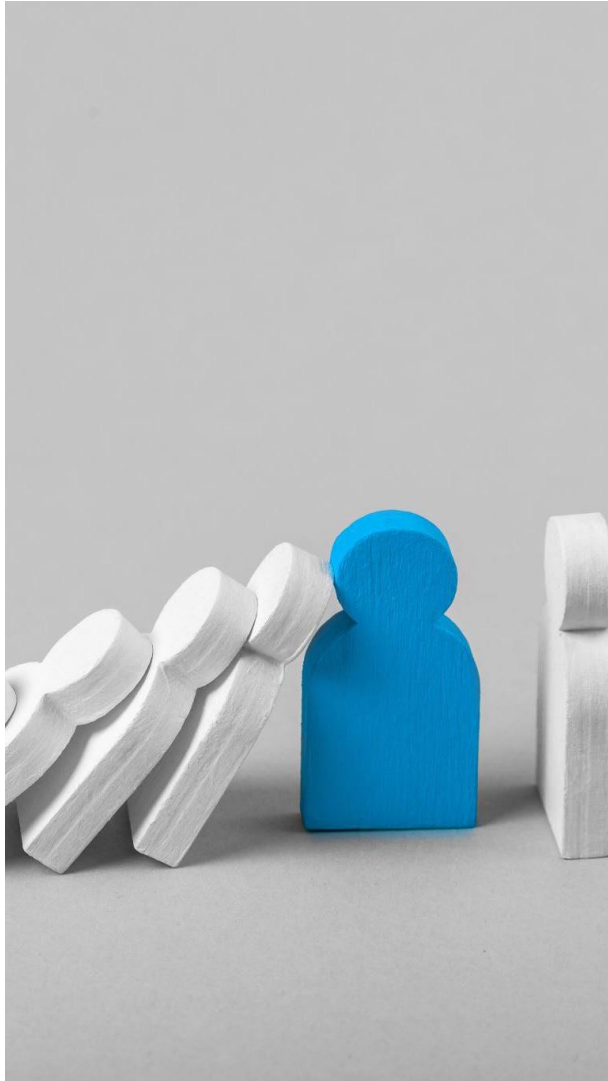
Influence

A person in this DiSC quadrant places emphasis on influencing or persuading others. They tend to be enthusiastic, optimistic, open, trusting, and energetic.

Steadiness

A person in this DiSC quadrant places emphasis on cooperation, sincerity, loyalty, and dependability. They tend to have calm, deliberate dispositions, and don't like to be rushed.



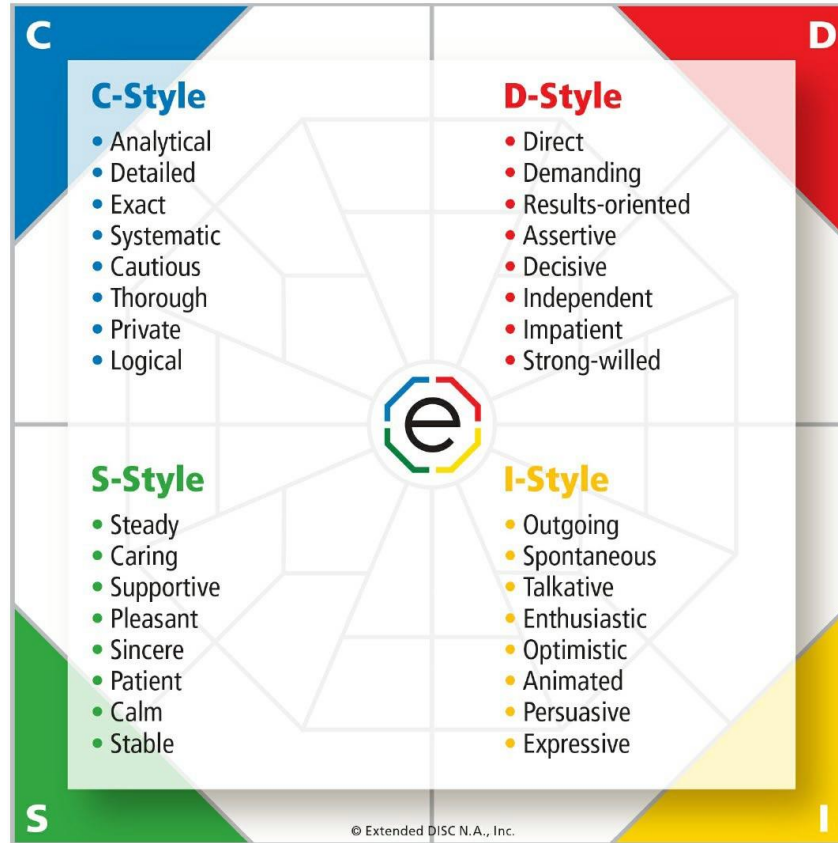


Conscientiousness

A person in this DiSC quadrant places emphasis on quality and accuracy, expertise and competency. They enjoy their independence, demand the details, and often fear being wrong.

Facts
Details
NO Emotions
Patient
Diplomatic

Personal
Amiable
Polite
Clarify



Bottom Line
Brief
Focused
NO Gen'l
Solutions

Share
Allow chat
Positives
NO details
Don't interrupt

Following
intro's –
discuss likes
& dislikes.

Classify
yourselves
into 2-3 sub-
groups.

No negative,
prejudicial,
discriminatory
judgements.

Can be “night
owls” or
“sushi
lovers”.

Pigeon-
holing
someone =
stereotyping
which is
subjective
and
unhelpfully
judgmental!

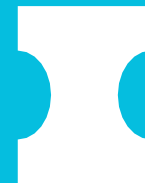
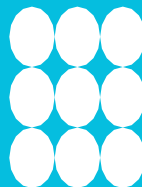
Timed puzzle
completion;
some pieces
are with the
other
groups...
commence
Operation
Strategic
Negotiation!

Complete
your puzzle
BEFORE the
other groups;
come up with
your own
method of
convincing
other teams
to relinquish
the pieces
you need...

Barter,
exchange
teammembers
, donate time
to another
team...you
MUST do this
as a group!



AND NOW, THE
“OTHER” ASPECT...
UNDERSTANDING
YOUR TEAM





IQ vs. EQ (or EI)

Intelligence

Academic focused
Testing w/calculated results
Nature vs. Nurture debate
Narrow compass
Do well in school, financially
and healthier

Emotional

Measure of ability to perceive,
control, evaluate, express
Strong leadership potential
Can be taught...
*"All learning has an emotional
base." - Plato*

♡ be
Kind

Self-awareness

Self-regulation

Motivation

Empathy

Social skills

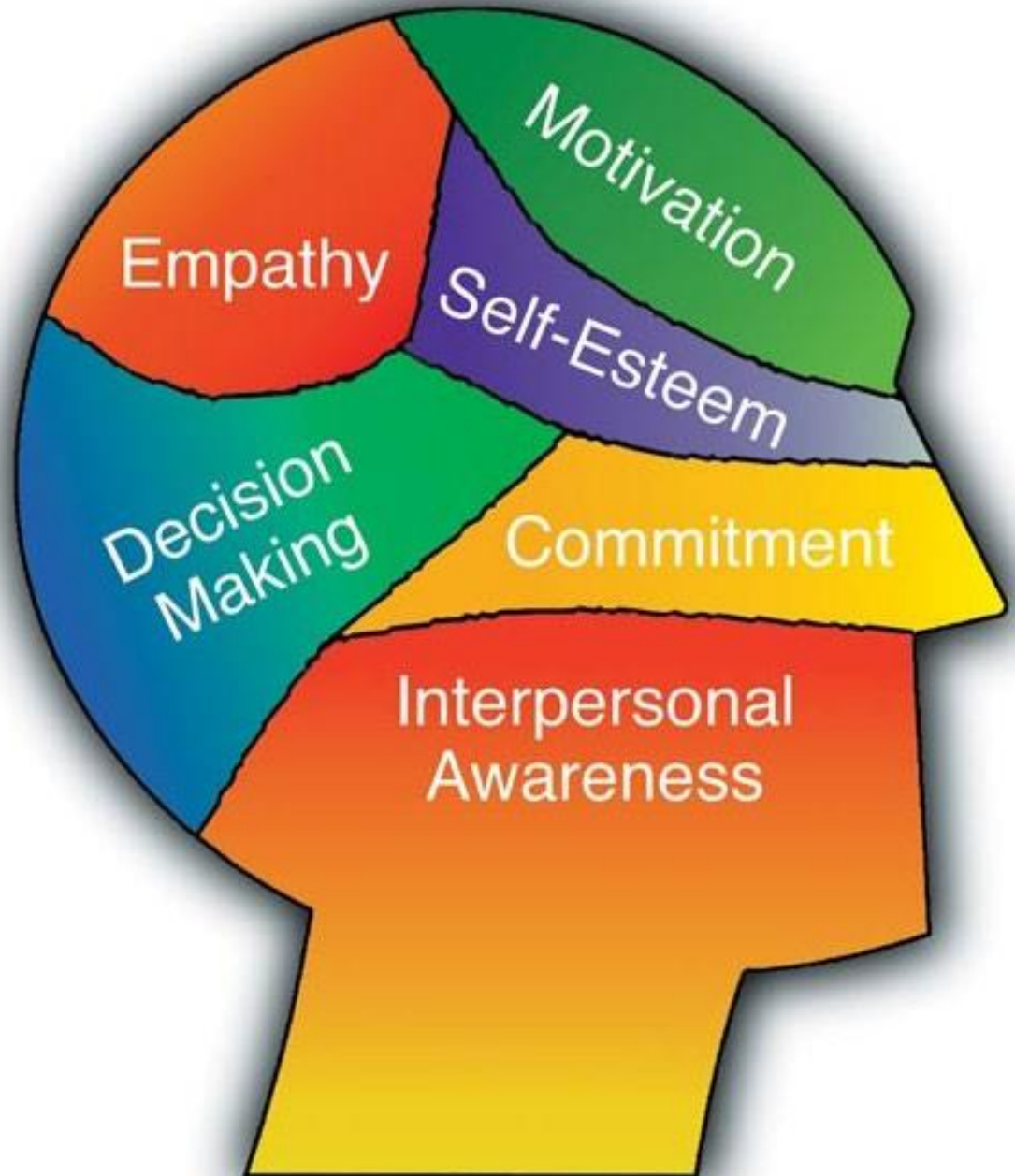


Highly conscious of your own emotional state (even negative)

Identify and understand your feelings

Creates self-confidence

EQ ASSESSMENT



EQ Assessment:

Grab a paper or open notebook/Word and make a vertical list from 1-20 ... we are going to take a 20 question assessment

1. X

2. X

3. X

You're going to fill in the X's....but we need to keep your responses associated to the 1 – 20 #'s

1: never 2: rarely 3: sometimes
4: usually 5: always

- ___ 1. I am aware of the physical reactions
(twinges, aches, sudden changes) that signal
a “gut reaction.”
- ___ 2. I readily admit mistakes and apologize.
- ___ 3. When I feel angry, I can still stay composed.
- ___ 4. I generally have an accurate idea of how
another person perceives me during a
particular interaction.
- ___ 5. In assessing a situation, I look at my biases
and adjust my assessment accordingly.

1: never 2: rarely 3: sometimes
4: usually 5: always

- ___ 6. I can keep going on a project, despite obstacles.
- ___ 7. I can engage in an interaction with another and pretty well size-up that person's mood based on non-verbal signals.
- ___ 8. Others feel encouraged after talking to me.
- ___ 9. I consider my "emotional temperature" before I make important decisions.
- ___ 10. When I feel a strong impulse to do something, I usually pause to reflect and decide whether I really want to act on it.

1: never 2: rarely 3: sometimes
4: usually 5: always

- ___ 11. I can deal calmly, sensitively, and proactively with the emotional displays of others.
- ___ 12. I can identify the emotion I am feeling at any given moment.
- ___ 13. I am able to honestly say how I feel without getting others upset.
- ___ 14. I can show empathy and match my feelings with those of another person in interactions.
- ___ 15. I think about the emotions behind my actions.

1: never 2: rarely 3: sometimes
4: usually 5: always

- ___ 16. I am respected and liked by others, even when they don't agree with me.
- ___ 17. I watch how others react to me to understand which of my own behaviors are effective and which are not.
- ___ 18. I am good at managing my moods, and I refrain from bringing negative emotions to work.
- ___ 19. It's easy to understand why other people feel the way they do.
- ___ 20. I can effectively persuade others to adopt my point of view without coercing them.

Self-Awareness	Self-Management
1. _____	3. _____
5. _____	6. _____
9. _____	10. _____
12. _____	13. _____
15. _____	18. _____
Total _____	Total _____
Social Awareness	Relationship Management
4. _____	2. _____
7. _____	8. _____
14. _____	11. _____
17. _____	16. _____
19. _____	20. _____
Total _____	Total _____

Your score on these four components of Emotional Intelligence can range from a low of 5 to a high of 25.

Any component where your score is below 18 is an area in which you could improve.

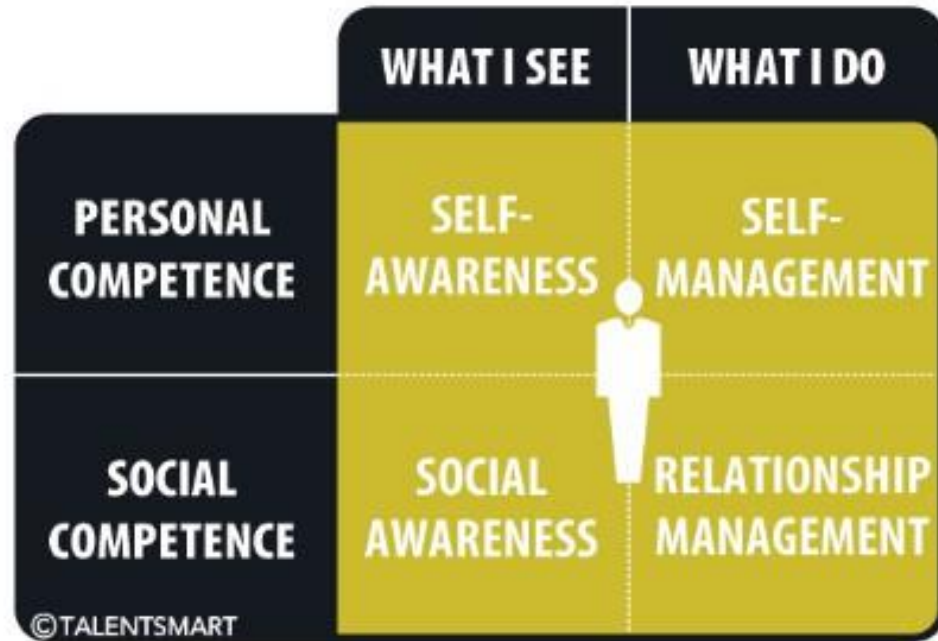
Emotional Intelligence is learnable and developmental.

Use feedback from others, mentoring within your organization or friendship circles, and books and seminars to develop in those areas.



Adapted from Emily A. Sterrett, Ph. D., in The Manager's Pocket Guide to Emotional Intelligence, 2000, HRD Press: Amherst, MA and from The Handbook of Emotionally Intelligent Leadership by Daniel E. Feldman, 1999, Leadership Performance Solutions

EI, IQ and
Personality are
different



*Emotional intelligence is
made up of four core skills.*

Self-

Awareness:

- Introspection
- Assessment(s)
 - What motivates you
 - What triggers you

Management:

- Stay flexible
- Stay in control

Social-

Awareness:

- Tune in to your team members
- What makes them tick

Relationships:

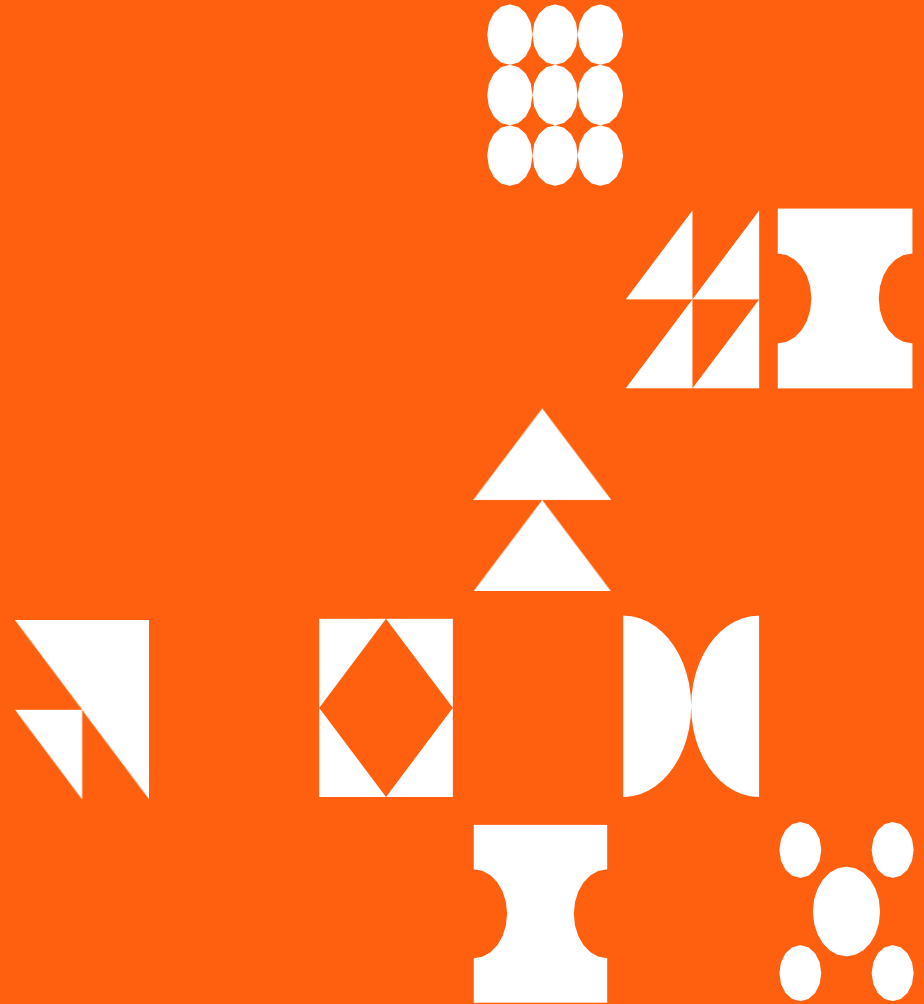
- Interactions
- Conflicts

SPEED!

HANDS!

TEAM!

AND FINALLY, THE
'OUTER' ASPECT...
ARE YOU WATCHING?



Ambition
is
discrete

Change
is
necessary

Optimism
is
contagious

Influence and Mentoring



INFLUENCE IS THE ABILITY TO
PERSUADE OTHERS



COACHING AND MENTORING IS
THE INTEREST IN HELPING
OTHERS HONE THEIR SKILLS
AND ABILITIES

Staying In Control

Know	... your values (ETHICS)
Hold	... yourself accountable
Practice	... calmness

Inspirational Leadership

Conflict Management is the ability to de-escalate and resolve conflicts

Teamwork is working with others toward a shared goal

“When people are financially invested,
they want a return.

When people are emotionally invested,
they want to contribute.”

~ S. Sinek

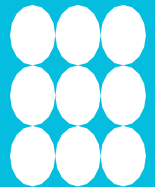
WHAT WILL YOU MAKE CHANGE FOR YOU THIS NEXT YEAR?



John Jones, PMP®, CGCIO™
johndjonesjr@gmail.com



John D. Jones, Jr., PMP, CGCIO
Leadership & Teambuilding
Facilitator



Move Tennis Balls

Race against the clock to retrieve and move as many tennis balls from one bucket to another, ***without using your hands or arms.***

Time limit: 5 minutes

- Team designates ONE PERSON who can touch the tennis balls.
- The chosen person may not cross the start line AT ANY TIME during the challenge.
- The remaining team members must move the tennis balls to the finish line without touching the balls with their hands or arms at any time.
- Team members – other than the person assigned the job – who touch a tennis ball with their hands or arms once you have started the challenge must leave the game and watch from the side.

READY.....SET.....GO!

Hope to see you there!

I'm speaking



Global
Summit
2024

18-21 September

Los Angeles, California, USA



#PMIGlobalSummit

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