

# 5 Dynamics

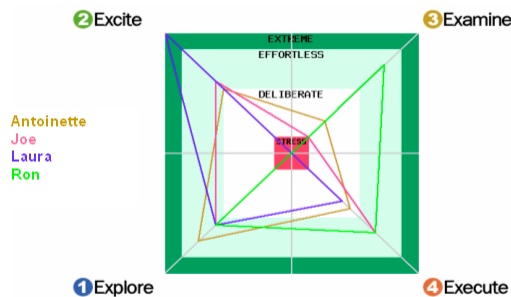
## 5 Dynamics Teaming Tools

by Leslie Eveland

5 Dynamics Teammates' Graph is designed to help team members understand and align their energies, so that they can work in harmony with minimal wasted energy.

Team members start by taking 5 Dynamics powerful assessment. Their individual results help them understand their natural energy flow and preferred process for learning, working and collaborating with others. Once they understand their own dynamics, they are ready to look at the dynamics of the team as a whole.

A 5 Dynamics Teammates Graph maps the dynamics of all team members into one simple picture that easily conveys how their energies align and differ as they work together in any process.



With this simple picture, teammates quickly see their dynamics as phases in a work process. They easily recognize how their teammates' energy rises or falls depending on the phase of the process they are working in. With little effort, they begin to see their differences from one another as *process differences* rather than *personality differences*. They recognize that what is effortless, easy, even fun, for one team member may be hard work or stressful for another team member. By understanding these differences, team members are better able to appreciate one another. They quickly grasp the value of diversity in work styles, as they recognize that each phase of the process is needed for successful performance. 5 Dynamics provides team members a new model for working together, and a non-judgmental language for negotiating differences and misalignments.

Research has shown that diverse teams have the potential for greater success, because of their broader repertoire of behaviors and abilities to draw upon. However, the pitfall of diversity is that differences between team members can lead to destructive conflicts. By

helping team members understand, value and negotiate their differences, 5 Dynamics helps teams reap the full benefits of diversity.

To help a team read and understand their teammates' graph, begin explaining the 5 Dynamics model. Help them to understand the core process that underlies how people learn, create and collaborate. Teach them about each dynamic, and how it reflects the way people focus their attention, and intention in a process phase. With that understanding, they can use the Teammates' Graph to develop a deeper understanding of one another, and of their team as a whole.

Here are some tips for a team building discussion using a Teammates' Graph.

- Go around the cycle and discuss each dynamic with those who have an *Effortless* or *Extreme* intensity in that dynamic. Explore how their energy shows up in the team. Ask for specific examples and anecdotes as illustrations.
- Discuss with those who have a *Deliberate* or *Stress* intensity in the dynamic how their energy shows up in their work. Ask for specific examples and anecdotes as illustrations.
- Discuss where team members' preferences and energies align and conflict with one another.
- Discuss how team members can align their efforts by coordinating movement through process phases. Help them recognize that collaborative planning and problem solving is based on synchronized movement through a decision making process.

Teams can experience predictable challenges when their dynamics are out of balance. 5 Dynamics can help to clarify these challenges, and can provide a neutral language for discussing them.

- A team with many members who are *Effortless* or *Extreme* in the *Explore* Dynamic may be highly creative, but they may also spend an inordinate amount of time generating options, and may lack a sense of urgency.
- A team with many members who score high in the *Excite* Dynamic may be good at engaging and motivating others, but they may also make impulsive decisions
- A team with many high scores in the *Examine* Dynamic may be good at analyzing problems and developing plans, but they may lose sight of the big picture.
- A team with many high scores in the *Execute* category may be good at setting and achieving goals, but they may lack creativity and flexibility.

Once team members understand the dynamics, they are quickly able to interpret their own team graph, and identify the benefits and challenges posed by their dynamics.

Teams can respond in a number of ways, when they recognize challenges caused by imbalances in their dynamics. They can consciously design their processes to ensure that the team focuses on dynamics in which they have low energy. They can develop new competencies to offset their low energy, if they agree those competencies are needed.

They can bring in new team members, or they can partner with other groups and individuals who are high in the dynamics in which they are low.

5 Dynamics provides the awareness, and with awareness comes choice.