



# Teamwork & How To Disagree Appropriately

A free teaching from Dr. Christine Topjian



# Teamwork

Every member of the team deserves to be and feel:

- Respected
- Cared for
- That their thoughts and opinions matter
- That they and their work are valued

When people feel this way, their sense of self within the organization increases tremendously and they feel really good about all that they have put forward and accomplished.



# How Can We Help Make Sure This Happens

Each member of the team needs to buy into this for it to work

This means that if there is a worker who is bullying, stepping on toes or not doing what they are supposed to be doing, the entire system risks breaking down and we will be left with an organization (and team members) who will be suffering

Yes, one person can ruin it for the whole bunch!



## If That Happens...

If that were to happen, it is the organization's leader who must decide that this is a breach of the team's policy and should be praying for how this needs to be handled

Why do they need to pray about it? Because an organization that is under God (and every organization is) needs to go to Him first to learn and to understand how to resolve the issues at hand.

God's wisdom is the best wisdom and He will be able to guide on the best ways to deal with this. Once that is revealed, those who are responsible must take action and relieve the situation in the way that God guides.



# How To Disagree Appropriately and Respectfully



## Most Important Concepts

- Disagree respectfully using respectful words
- State your point(s) while being mindful of your tone
- Understand that the person may already have hurt feelings and therefore, they may not be ready to discuss yet
- In that case, ask the person (or have a neutral third party) when would be a better time to talk (if at all)
- Do this in private with maybe one person there as a mediator
- Do not talk about the person or the situation because that will further anger and aggravate the person
- Ensure that in a meeting to discuss the situation, point out the good things and contributions the person has brought to the organization in an effort to let them know they and their work are valued

BE  
KIND

The image shows two rows of white, rectangular scraper tiles with black lettering. The top row consists of two tiles, 'B' and 'E'. The bottom row consists of four tiles, 'K', 'I', 'N', and 'D'. The tiles are arranged on a light pink, textured background. The perspective is slightly angled, showing the top and right sides of the tiles.



# Remembering to be Kind

Many people forget that just being kind can make such a difference in a person's day and in their life


If we have done something wrong unto the person (and even if we suspect that we may have), we need to make sure that we demonstrate that kindness

Kindness (done genuinely) is a tremendous tool for ensuring that we are approaching the person and the situation with empathy and with respect



We are a team





**Acknowledging that you are a member of a team is a big deal because it goes to show the mindset and the behavioral guidelines that accompany that way of thinking and being.**

When you are part of a team, you are working to support and to help out your other team members, and that can sometimes mean putting their needs over your own.

Can this be uncomfortable sometimes?

Yes, it can be, but that's where a person can pray for strength and to know how to deal with the situation in the way that God tells them to deal with it.



**So ask yourself...**

Have you asked God what you are supposed to do in your team or on your own today and then, have you listened carefully to make sure you have listened to His answer(s)?