

I WISH I WAS HALF THE PERSON MY DOG THINKS I AM!



IF YOU HAVE OR HAVE EVER HAD A DOG, YOU'LL KNOW WHAT I MEAN BY THE ABOVE TITLE. It doesn't matter what type of day your dog has had, the moment your dog sees, hears or smells you, you become the sole focus and only reason it wants to live! The dog jumps over you, slobbers over you, gets underneath your feet and sticks its nose where it shouldn't just to let you know how much it loves you! Is this a one off experience? No chance! It happens every time you come home.

What would it be like if work was like that?! You walk into the office and people jump about saying, "Hey everyone, Bob's here, hi Bob, I'm so glad you're here!" Instead what do we get? In most cases, it's a simple "Morning" as we head to our desk. The only resemblance to being greeted in a similar way to the way a dog greets us, is when people stick their noses where they shouldn't!

I happen to believe the central ingredient to awesome teams, families and organisations is ENERGY. The type of energy in the team determines how far it goes and what it achieves. I've never seen an outstanding team not have outstanding energy towards each other, their role, and their purpose.

Just look at the English rugby team. As a flag waving Australian, it saddens me to think that England is on track to convincingly win the world cup, but compared to the Australian team, their energy towards the task ahead of them is so aligned and focused. Let's hope they don't peak prematurely because that will really affect their long term performance!

Here are some basic Traps (negative) that block energy in relationships and teams:

TRAPS

1. *It's Cultural*

"You become your peers!" I can still hear Tony Robbin's voice resonating in my head. Have you ever joined a new team or group with bags of enthusiasm and talent, only to find in a couple of months later you have been assimilated into the existing culture? The only thing that would make that a bad thing is if that fire in your belly that you brought into the team had been extinguished.

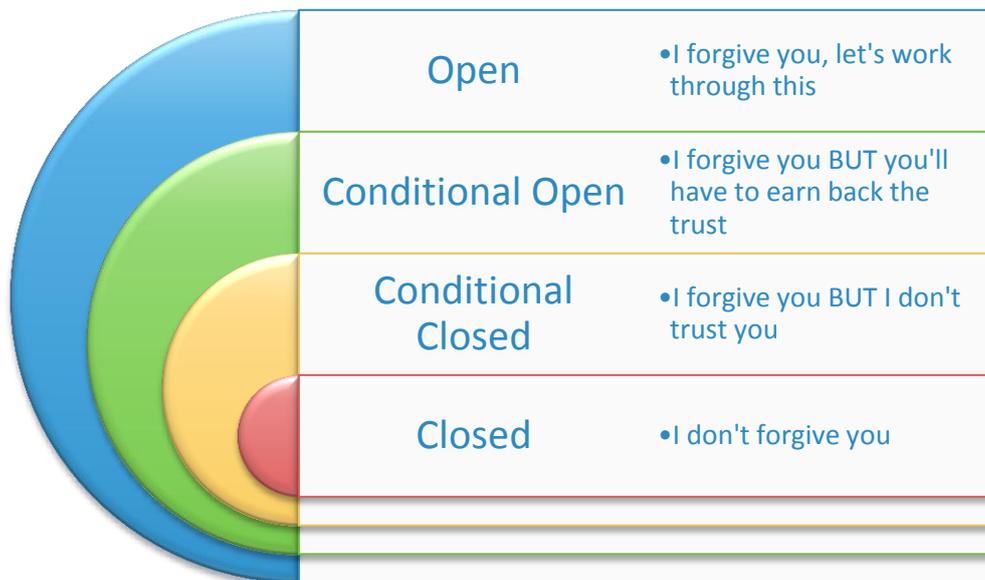
Question to yourself: Does the culture of the team I'm in produce the best results and enable me to really enjoy what I do?

If your answer is no, then raise some new standards.

2. *Broken Relationships*

I recently watched the demise of an organisation that employed 110 staff serving 3000 members. What was most interesting was some issues of the past became the acid that rotted away the organisation almost overnight. Things that were supposed to have been resolved grew seven new heads. However, have you ever heard the expression, "Forgive and forget"? Well, forgiveness only works when you truly forget. I've come to notice that forgiveness tends to have some conditions attached to it!

Here are the conditions I've noticed:



If something has gone wrong between two people, anything other than a level four response will hinder the true capacity of the relationship in the long term. We have all experienced other people doing us wrong, but I believe we must evaluate what's truly important to us about the relationship and make a judgment from that position, not upon someone's one time action or behaviour.

My uncle went off to the Asian Pacific region during WWII like a lot of other Australian men. My grandmother said, "If you go, I'll never want to see you again!" Clearly, this was her way of showing extreme concern and anxiety but guess what? To the day that she died, they never spoke to each other. Life is too short to hold grudges and resentment, eh?!

Question to yourself: Are the important relationships free of baggage or do you 'relationship rocks' tired to your ankles that holds you back?

Forgiving is only painful when we don't let go.

3. Lack of Rapport

A quick definition of Rapport is commonality. And it's through Rapport with others we can achieve amazing things... more than what we can without Rapport that's for certain! Think about it, how difficult is it to influence someone when you don't have Rapport – it's near

impossible! Whereas, people who have Rapport will find commonality creates a unity. The basis for commonality includes:

- *Same vision*
- *Background*
- *Interests*
- *Working style*
- *Humour preferences and so on.*

An effective team doesn't need all of these things to be effective. It'll certainly need a passion for the Vision but there will need to be at least one other ingredient to enable the energy in the relationships to spiral upwards. It's like invisible glue that bonds the team.

Question to yourself: To go the next level of team energy, how can you create more Rapport with people who matter most?

Perhaps you can:

- *Spend time with them outside the normal environment*
- *Perform acts of kindness that will surprise them*
- *Be there when they need you*

The difference between an outstanding day and one of those days that drifts into a sea of randomness can be measured by the amount of energy you gave and received. Most people wait for something great to happen before they feel great. When really, by choosing to feel great first, the door of great things opens to you and becomes your reality.

Keep smiling,

A handwritten signature in blue ink that reads "Brad". The signature is written in a cursive, flowing style with a long, sweeping underline.