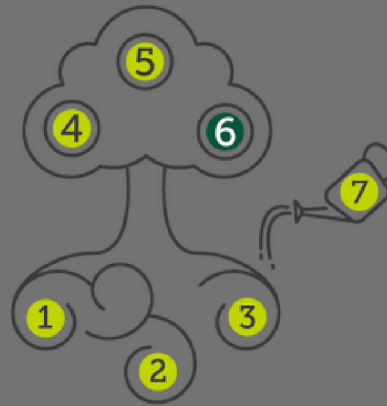


Habit 6

Synergise

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Habit 6 - Synergise, is the highest activity in all life: it's the manifestation of all the other habits put together.

It requires the motive of Habit 5 - Win/Win and the skills of Habit 6 - empathetic communication.

When you experience it, it can feel miraculous as it creates alternatives that weren't there before.

Habit 6 isn't just the sharing of ideas, but the creation of new ones together. A third alternative!

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What examples of high synergy have you experienced in your life?

Think about strong relationships, teams you've been involved in, sports teams and businesses that display it.

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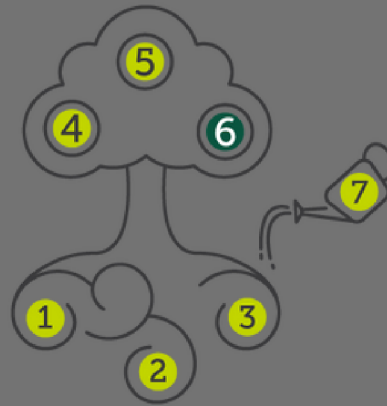
The essence of Habit 6 is to value differences, build on strengths, compensate for weaknesses.

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Write down what you think your strengths and weaknesses are.

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It is emotionally challenging!

Most people have never truly felt it, except in brief moments.

We have been scripted into defensive and protective communication.

It requires personal security through openness, egolessness and a spirit of adventure.

It is creative and scary as you don't know where it will lead.



What experiences of low synergy have you had in your life?

Think about bad relationships, teams you've been involved in, sports teams and businesses that display it.



To be effective you must relinquish control!

That requires a high level of trust in your relationships **(see Habit 4!)**.

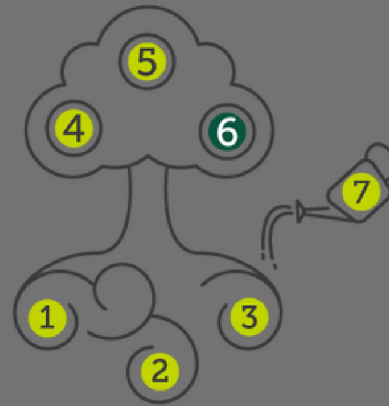


Try taking this Myers Briggs Personality Test.

It changed our lives and our relationship with each other.

<https://www.16personalities.com/>





Remember paradigms?

People see the world, not as it is, but as they are!

Even if you simplify peoples personalities into 16 types, like Myers Briggs did, that's still a lot of differences.

It is possible for two people to disagree, and both be right!

It's not logical, it's psychological.

But we are conditioned to interpret what we experience and see differently.

However, life is not always an either or.



Is there a relationship you'd like to improve with someone who you think would benefit from reading your Myers Briggs personality type and likewise you would benefit from reading theirs?

Why not send them the link and plan a time to catch up and talk about it?



Synergising is a creative process that explores new possibilities to benefit all the people involved. At it's best it is a process that results in the Third Alternative.

Step 1 - Check Willingness.

Are you and others willing to search for a solution that is better than what either of you have in mind?

Step 2 - Reflect Viewpoints.

Restate the other's viewpoint to his or her satisfaction before you state your own.

Step 3 - Create New Ideas.

Propose and refine new ideas. Go back for further understanding until you arrive at a Third Alternative.



Brainstorming can provide a great example of synergy in action. It encourages creative thinking (about a problem or opportunity). It can lead to better teamwork and greater group cohesiveness; and it can provide a chance for everyone to be heard. Next time you are involved in a brainstorm, even if just 2 people, try following these principles.

Principle #1: Generate as many ideas as possible during the session. While it can seem counterintuitive to most of us, brainstorming is about quantity rather than quality. By placing the focus on getting as many ideas as possible, people are more willing to share things that they otherwise might write off as irrelevant or over the top.

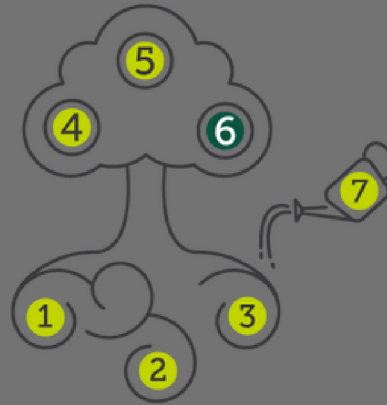
Principle #2: Criticizing ideas is not allowed. You might hear this referred to as non-evaluation (and it's also a key concept of the Atlassian Open Mindset). Brainstorming isn't about critiquing ideas on the spot — it's simply about generation. That lack of immediate feedback empowers people to share ideas more openly without the fear of failure or disapproval.

Principle #3: Wild and ambitious ideas are welcome. During a brainstorming session, you want people to think big. That's exactly why this principle (which you might hear called "freewheeling") exists. It encourages more creative thinking, because people know that they're not just allowed — but actually encouraged — to think outside of the box.

Principle #4: People are encouraged to build on other ideas. Finally, there's a concept called "piggybacking." While criticisms aren't allowed, brainstorming participants are welcome to build upon other people's contributions. This creates a more collaborative atmosphere, where good ideas get even more traction.

(An extra tip - make it very clear that the aim is not to arrive at decisions in this process, that will come later. This rests the minds of those with a judging focus that there isn't a 'risk' in having ideas!)





Synergy can result in $1 + 1 = 3$, or 10, or even 100. Seek out people who share your purpose, end in mind and values.

This takes authenticity, openness and honesty.

Actually live it, don't just say it.

Barriers to the right culture are lack of character (need openness & vulnerability & lack of ego), skills (listening) and an embedded win-win mentality.

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Go back to your roles, values and goals.

Review the synergy you currently have in those relationships.

Can you improve them?

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With people, look to be effective not efficient.

As an example, if you're ever in a position where you have to let someone go or offer them a promotion, try your best to meet them face to face.

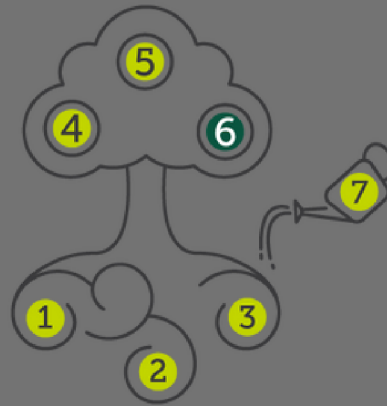
Have you ever tried doing these over the phone or online?

How did that work out for you?

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Covey says there are 4 types of human interaction.

Hostility where $1 + 1 = -1, -10, -100$
This does not serve you.

Defensiveness where $1 + 1 = 0.5$
This does not serve you.

Compromise where $1 + 1 = 1.5$
This is transactional.

Synergy where $1 + 1 = 3, 10, 100$
This is transformational.

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Can you identify people in your network who seem to share your purpose, end in mind and values?

Can you reach out to them?

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The very strength of a relationship is having another point of view - sameness is not oneness; uniformity is not unity!

It is complementariness.

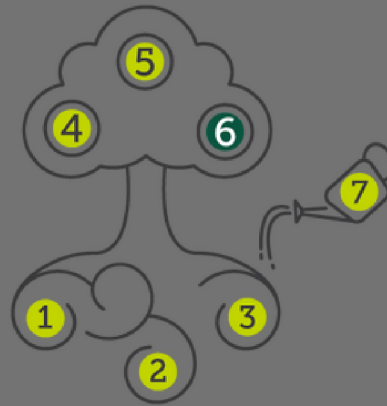
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Can you identify people in your life where there is no synergy?

Think about your circle of influence, what can you do about those relationships?

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Have humility and reverence!

In a company you may be the director, but everyone 'below' you has direct first-hand experience of the living reality; the detail.

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How can you maximise synergy in your line management relationships?

A business can be synergy in action; putting people in roles based on their talents that play to their strengths, their natural inclinations.

Get the right people in the right roles.

Find specialists, utilise their talents and give them freedom within a framework.

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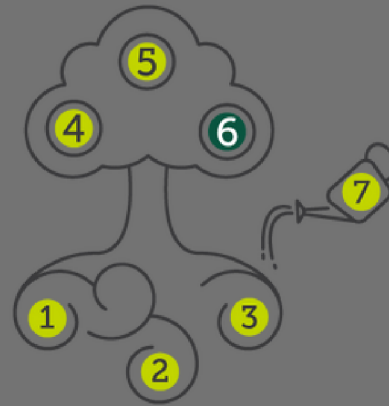
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Do you have the right people in the right roles?

Do you provide them with freedom within a framework?

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A business with synergy needs a high tolerance of ambiguity.

Instead people need to get security from principles or the need for predictability, certainty and structure is too high.

Where there is little synergy administrators set up rules and regulations based on bad experiences or because of the behaviour of a few.

They try to manage people with contracts or incentives.

Or they micromanage.



Let us know when you're ready to take the Gallop Strengths Test and we will send you the activation link.



Intrapersonal synergy also exists.

Manage with the left side of your brain, lead with the right!

You can't allay feelings with logic, and you can't explain a problem away with a feeling.

You need to find the balance of both within yourself!



Reflect on your Myers Briggs and Gallop Strengths Tests.

Do you naturally lead with feelings or logic?

How can you find balance?

