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Melvin University  
and Me

### **An healthy team**

What is a good team? It makes me think of two words: cooperation and responsibility. We want any team in the church to be collaborative, to be easier to work with, and to be natural and to be creative. At the same time, we want our team to achieve something worthwhile, but to be effective and efficient.

A team knows that individuals and groups have responsibilities. Therefore, most teams know that individuals have dual responsibilities, namely, for mutual cooperation and shared ministries. To become a healthy team, one must find ways to handle both sides well. Teams that ignore responsibilities and pursue cooperation only create an unhealthy, perfunctory culture of cooperation.

Team members should feel personally responsible for their individual lives and work. On the surface, some teams seem to have something great going on. On the surface, they always seem to support and support each other, but when they look below the surface, they see a conflict. Without clear roles and responsibilities, and clear feedback on implementation, it is easy to do so.

Additionally, team members are reluctant to express their opinions if their roles and responsibilities are unclear. Eventually, the talents and responsible team members are exhausted through superficial collaboration without fully mobilizing their passion or skills. Even when you do well, you should not spare praise because you feel you have personal responsibility for failure or success. After all, there is no need for a competitive flower by acting less.

Another opposition is when only responsibility is emphasized without cooperation. These teams are made up of people with considerable skills, so

they are excellent in their field. However, they only care about each other when necessary. When that happens, these groups work in a position that opposes the concept of a team. In that case, there will be no synergy beyond what is achieved through individual ministry. The group does not support colleagues by saying, "This is not my job," and preventing them from completing it.

Therefore, leaders of a group should pay attention to whether their team has a balance between cooperation and responsibility. However, recognizing the problem in itself will not do much good, until they do not know what to do to maintain a better balance. The best way to consult a team that is out of balance is to talk about their team's health. A good explanation of what is wrong and what is healthy will lead to solving problems. A healthy team has some signs that it needs to be well explained when using words such as cooperation and responsibility: 1. Do you have a compelling vision for the future; 2. Does the team's purpose statement fit clearly? 3. Does the size of the team fit the size and growth aspiration of the organization; 4. The shape of the team should fit the suburbs and church members. In other words, whether it is the right person for the role, etc.

After organizing the above 1-5, get together and discuss whether or not the team agrees with each other. And discuss what needs to be improved. You will first need a culture and atmosphere that allows you to have these conversations freely and honestly.

If our church attempts team collaboration, it is worth recalling that there are three relationships: 1. Parasitic. ( $1 + 1 = \text{less than } 2$ ). This is when battleships, conflicts, and self-interest spread the group's energy. It is a competitive style in relationships and is highly unproductive. 2. Symbiotic. ( $1 + 1 = 2$ ). This group works collaboratively. The result is as much as each of them contributes. Sharing of values. This works well when there is enough time. 3. Synergistic. ( $1 + 1 = 4$ ). It comes from a creative collaboration that is formed based on trust, honesty, and open communication, and sharing data.