



THE MAVEN CLUB

Know your team



A focused
exercise to make
sure you get the
right people
around you.

Our focus areas

- What do we mean by team?
- How are you treating the team leader?
- Who is in your team?
- Who needs to leave/who needs to stay?
- How often do you need time with your team?

Who is for you?



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What do we mean by team?

When we say 'Know your team', we aren't referring to whether you have a team of colleagues or a team you lead. Instead, we are focussing on who are the people that are 'for you', that want to see you succeed. Who are your champions?

It's important to think about who you are surrounded by in order to honestly reflect on those that build you up and those that drain you. We can make assumptions that certain people are 'in our team', but when you reflect, you actually realise they aren't helping your growth, and, at worst, might be contributing to your burn out.

So this exercise is all about knowing your team and choosing how to give yourself the best chance to flourish.

Who is for you?



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How are you treating the team leader?

However, before we think about others, here is an important statement to read and absorb.

“ It all starts with you. You are the best person for the job of team leader.

Read that again. It all starts with you. You are the best person for the job. If you are thinking about your team and who is in it, then you need to consider if the 'team leader', aka you, is helping you to flourish or is attacking you from within.

A simple way to do this is to ask some questions of yourself next time something doesn't go quite to plan.

1. How did I treat myself?
2. Would I treat someone else the same/worse or better if it had happened to them?
3. Did I say anything to myself that I wouldn't say to another person?

Who is for you?



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Who is in your team?

Understanding how you are connected and influenced by other people in your life can help you to identify both the positive and the negative factors. We all need to have people that help us to feel valued. Of course, there may be some relationships that require more from you (such as a child or an ageing parent), but it is important to look at the whole picture and check that you have people that you know are 'for you' that you get time with.

It's easy to overlook whether these external relationships are adding to your wellbeing or if they are draining from it. The Skills Activations in this booklet create an opportunity to intentionally look at the other people in your life to address the balance of time and influence they have on you.



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Who is for you?



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Who needs to leave/who needs to stay/who needs to join?

This may sound harsh but remember this isn't about eliminating people entirely, it's about recognising who takes up your time and reflecting on their impact so that you can make positive choices to build a small team of encouragers that will help you to flourish.

This focused skills activation will help you intentionally surround yourself with people that will help you grow.

On the following pages:

Box 1: Write the names of those people that take up your time (put those that take up most of your time in the area marked 'most', those that take some of your time in the area marked 'some', and those that take a little of your time in the area marked 'little').

Box 2: Do the same as with box 1, but instead write the names of those people that influence you the most, some and a little. These can be different to the names in Box 1. Add a + or - sign next to their name to indicate whether their influence is generally positive or negative.

Box 3: Again, do the same as before, but write the names of those people that you would like to take up your time, in the appropriate areas as before.

Box 4: Repeat the exercise for those people that you would like to have the greatest positive influence on you.

Box 1 - Current time

Box 2 - Current influence

Some

Box 3 - Desired time

Box 4 - Desired influence

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Should they stay or should they go?

- If your first two boxes don't match the last two, are there any positive changes you can make to bring them closer to a match?
- Aside from the people that need to take up your time, who would you choose to have in your team of encouragers?
- It only takes a couple of people that are 'for you' and committed to supporting you to help you flourish.

Who would you like to invite to be in your team?

How often do you need time with your team?

Now that you've established who is 'for you' and who you would like in your team, think about how you can approach them to invite them to 'be in your team' and decide how often you need connection with them. It is unlikely that you would have your whole team together (but if that works for you, that's brilliant). Most likely, different team members will offer different forms of encouragement so set some realistic goals about how often you need to connect with the different team members.

Remember, this needs to work for you. It might be that you opt for in person meet ups, walks, phone calls, or an activity you do together. Once you approach your team members, try to agree what works for you, when, where and how often you need to connect to stay encouraged.

What

When

Where