

The Don Hutson Report

Global Expert on Sales & Negotiations

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The Power of a Positive Team Spirit

(Part 6 of a 6-part series on “Mastering The Mind Game”)

It has been my pleasure through the years to do some speaking and training for the ServiceMaster Corporation. Years ago, I met its Chairman, William Pollard who wrote a great book entitled *The Soul of The Firm*. In it he said “People want to work for a cause, not just a living. When there is alignment between the cause of the company and the cause of its people, move over, because there *will be* extraordinary performance!”

If you didn’t show up for work how long would it be before someone missed you? Are you a positive force for good? At any given time, each team member is either part of the problem or part of the solution. Phrased differently, every one of us is either a *resource* or a *burden* to the rest of the team. Strive to be a constant *resource*! No one really wants to be referred to as “high maintenance” or a “drama queen”. The best way to be a positive influence on the team is to always be asking what you can do for the good of the team or for the good of a customer. If we focus there, we’ll harness our potential and be aligned for success and high productivity!

If our team spirit is a function of constantly helping others, we’ll likely cast aside egocentricities and thrive on positive results with and for others.

One’s inclination to be a dynamic, contributing team member is also influenced by the environment in which we find ourselves at work. That environment reflects the culture of the organization, and the culture is a result of the core values of management. Each element is key. The one thing WE know is that we can decide to be our best today. Attitude and commitment are choices we make. If the culture and core values of the organization are inconsistent with our beliefs, we made a mistake in accepting the job. That is why it is so important for leaders to put that information out front. Since a sense of mission and purpose is at the forefront of employee motivation, clarifying and reminding the team members what the company is about and what it stands for is of paramount importance.

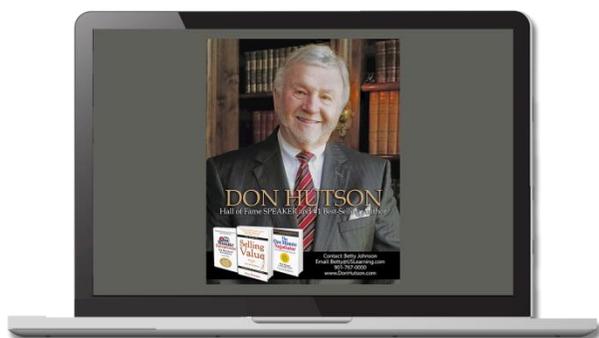
Francesco Molinari just won the British Open Golf Championship. He played great and didn't get a single bogey the entire weekend! He was, as they say, in the *zone*. He was focused, unemotional, determined and was performing at an extraordinary level. The only thing more impressive than someone in his/her zone of excellence is when the *entire team* is in the zone of excellence! This becomes a matter of leadership, morale, inspiration, and, of course, individual commitment.

We've seen sports teams get there and accomplish a great victory, but it is all predicated on each of us being committed to exceptional results for our team to prevail. Remember, a chain is only as strong as its weakest link and a team is only as strong as its weakest member! Don't pull up the rear.

Lead the charge with a resilient attitude! Master the *power of a positive team spirit* and win like never before. Few things are more powerful than the contagion of a victorious personality!

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