

The Elements of You **by Brenda Staab**

(This is the eighth article in a 12-part series on Achieving Peak Performance.)

In last month's article, we discussed the first of three steps for creating a championship team: *Understand the team members' natural strengths and challenges.*

This month we'll focus on the second step as we continue our discussion of the Path Elements Profile (PEP)[™] by Laurie Beth Jones, best-selling author of *The Four Elements of Success*, *Jesus CEO* and *The Path*.

Going back to our football analogy, we determined that it wouldn't make sense to mold a player who is suited for the quarterback position into a tight end. A successful coach determines the players' strengths and then positions them for success.

Savvy business leaders take the same approach by positioning their work team members for success. A team member with a natural knack for numbers, details and processes will thrive in a job position that suits her skills and preferences. Likewise, a team member with a strong desire for engagement with others and opportunities to be creative will feel stifled in this same position.

Each of us can improve on areas that do not come naturally. However, being asked to go against our natural tendencies for an extended period of time will lead to high levels of burnout, frustration and stress. In such a situation, neither the company nor the team member wins.

Herein lies the beauty of the principle of the four elements – Each of us is unique and brings a unique set of skills to the organization. To quote a successful NFL coach, Vince Lombardi, “The achievements of an organization are the results of the combined effort of each individual.”

This brings us to step number two: *Design your team with a healthy mix of the four elements.*

Can you imagine an organization made up entirely of winds? New ideas would be plentiful! But who would make sure all of those great ideas were implemented? Or, how about an organization full of earths? Certainly there would be many processes and detail-intensive manuals. However, I wonder if this organization would be able to quickly adapt in a changing marketplace.

You see, once we have a balance of the four behavioral types, we are able to capitalize on the individuals' strengths for the greater good of the entire team.

Be sure to join me next month as we arrive at step number three for creating a championship team!

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About Brenda Staab and Mountain Peak Sales Training™

If you manage or are a part of any type of team, you understand the importance of successful working relationships. Brenda Staab, sales consultant, trainer and coach, provides customized sales training and team building to help organizations create an exciting, motivating environment that transforms groups into high-energy, vibrant and successful teams.

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