

HOW TO FIND YOUR TEAM'S M.A.G.I.C.

You don't have to be Harry Potter to find your team's M.A.G.I.C. Get really clear on these concepts and master these skills to help your team drive big, audacious results.

MASTERY

There are distinct traits that every high-performance team possesses to grow-- learning new skills, curiosity, and constantly challenging the status quo. They know how to stretch their limits and understand that mastery is a pain worth persevering through. They can see the bigger picture and know that mastery is worth the effort.

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GREATER GOOD

Teams that excel are aligned around a greater sense of purpose. One single draft animal can pull roughly 8,000 lbs alone. So good farmers-- before modern equipment-- knew two draft horses hitched together were more effective, even though animal upkeep costs doubled. Why? Together two draft horses triple their efficiency (24,000 lbs.) And when trained together and unified in a purpose greater than themselves a pair can pull 30,000+ lbs. Imagine what your team could accomplish when unified for a greater purpose!

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ACCOUNTABILITY

Successful teams are accountable to each other. As a leader, it's your job to facilitate accountability by clarifying publicly what success looks like, who's responsible for what, and the standards of behavior everyone must uphold. A good leader knows how to hold teams accountable without bullying, shame, or belittling.

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INTROSPECTION

A fixed mindset is a team killer. Each team member must look at their own behaviors, and take responsibility for their thoughts, feelings and actions. They don't have a fixed way of thinking and are continuously evaluating limiting beliefs, assumptions, false interpretations. As a leader, this starts with you, and you help to cultivate this in your employees.

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COURAGEOUS COMMUNICATION

Lean into the difficult conversations. Improve your abilities to provide tough yet kind feedback, have superior listening skills and ask effective questions rooted in openness and curiosity. Teams that avoid having the "tough talks," or who don't address the proverbial elephants in the room, are destined for failure.

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