



NCSL LEGISLATIVE SUMMIT • AUGUST 16, 2023

## Thoughtfully Fit: Working Together Despite Differences

**It's not enough to have the best players. You need to train as a team.**

High-performing teams don't happen by accident. Reaching peak performance requires practice and the willingness to address the following three team factors.



1. FEAR FACTOR

To address the Fear Factor, high-performing teams actively create an environment where members are brave and vulnerable, acknowledge when they're stuck and are willing to be wrong.

**Ask your team:**

How can we **Balance** what we all need to be brave?

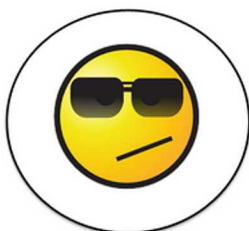


2. FIGHT FACTOR

High-performing teams encourage the Fight Factor, by inviting healthy conflict instead of avoiding it or playing it safe. They train to create disagreement that is fair and respectful, not toxic.

**Ask your team:**

How can we have the **Agility** to respond thoughtfully when we disagree?



3. FREAK FACTOR

Embrace the Freak Factor! The highest-performing teams don't just *tolerate* the differences of individual team members, they *leverage* them for maximum effectiveness.

**Ask your team:**

How can we have the **Flexibility** to stretch to accept others as they are?

## Are you ready to get Thoughtfully Fit?

When employees train to get Thoughtfully Fit, they become more aware of their thoughts and emotions — instead of being controlled by them.

When teams train to get Thoughtfully Fit, they intentionally create a culture that supercharges their success.



## Your Workout

What are you inspired to do now? What is one step you want to take?

# Keep Training!

Take two minutes to share your feedback and get three BONUS workout videos.

## Scan this QR code!



When prompted, enter code:

**TEAMS**

Or go to: [talk.ac/darcyluoma](https://talk.ac/darcyluoma)

**6 Tips to Ask Thoughtful Questions**  
Address the Fear factor: 6 Tips to Thoughtful Questions  
All questions are not created equally! Asking the right questions can help you better connect with your colleagues and motivate your employees. Learn six essentials to asking questions that add a spark to your conversations.

**Extending Repair Bids**  
Address the Fight Factor: Extending Repair Bids  
What can you do after you say something you regret? When you already said something that you wish you could take back, consider a repair bid to get things back on track.

**3 Tips to Set Clear Boundaries**  
Address the Freak Factor: 3 Tips to Set Clear Boundaries  
Do you wish people would respect your boundaries? Watch this workout to learn three easy steps to make what you are looking for