



Build a Team

According to the data of our Employee Assistance Program, 30% of the cases that approach our service are due to the relationship with colleagues and supervisors, which can affect the operation of the entire company. It shows the importance of group relations and cooperation. Some teams have a good understanding and show excellent results. On the contrary, some teams fight with the tedious things and everything seems going wrong direction. What is your team like?

The establishment of a team is like the growth of a person. It will go through a period of continuous growth, and it will become mature after continuous adjustment. According to the widely used Tuckman's team development model, team development requires five stages. If the supervisor/leader can understand the core development of each stage, it is not difficult to establish a cooperative team.

Forming Stage:

Team members are just getting to know each other. Leaders can build trust, promote team consensus and team goals.

Storming Stage:

It is just like teenagers, many ideas and conflicts seem inevitable. Leaders can develop a sense of security for the team, and a working climate encourages team members to freely express their ideas and find solutions to problems.

Norming Stage:

The team matures and works together to establish rules, standards, and work procedures. The proper affirmation and appreciation of the leader can improve the effectiveness of the work.

Performing Stage:

The team demonstrates high cooperation. Everyone is proud of being a team member. Leaders can empower their work and maximize their creativity.

Adjourning:

The team has completed the goal or started another team development cycle. Leaders can encourage members to reflect on themselves, review the group development process, and build future plans.

LEAP 是指：

L eading Personal Effectiveness
發展人才
E nhancing Family Cohesiveness
凝聚家庭

A chieving Team Success
卓越團隊
P romoting Corporate Wellness
促進企業健康

Challenge of Work Relationship

"Hello, this is Employee Development Service."

"Can... Can I speak with a counsellor right now?" Just like that, Emily started a conversation with a counsellor at her office, trembling with fear.

Emily has worked in her company for 3-4 years and has always gotten along well with her boss Stephanie. There are not many employees in their department, and Emily and Stephanie happen to be of similar age. Thus, in addition to having a superior and subordinate relationship, they have always been mutually encouraging, supportive and even good friends. However, excessively friendly work friendships can become self-defeating...

"My relationship with my immediate supervisor has always been great. We eat lunch together and talk about everything. However, recently my boss has delayed her work in preparation for her upcoming wedding and even assigned her work to me, which was really burdening. I didn't know how to open up to her about this because I don't want to destroy our friendship. Finally, I vented my dissatisfaction to her a few days ago, and since then we have not spoken..."

Emily was sobbing on the phone and couldn't even catch a breath.

The hotline counsellor first used breathing exercises to stabilize and calm Emily's emotions, and then assisted her with handling her situation: "Work takes up a lot of our time, and our colleagues are the people we communicate with every single day. Some colleagues are closer to us than others, and we are often less fussy and more tolerant of those close to us. However, they must not be spoiled."

The counsellor reminded Emily of a few things—

Maintain work efficiency:

Don't allow your emotions to delay your work efficiency. In the workplace, work efficiency is most important.

Reflect, and learn from it:

We should see this experience as an opportunity. When we think peacefully about the problem, we can see the entire situation from another perspective. When we understand other people's circumstances, our mentality can become more balanced.

Express yourself confidently:

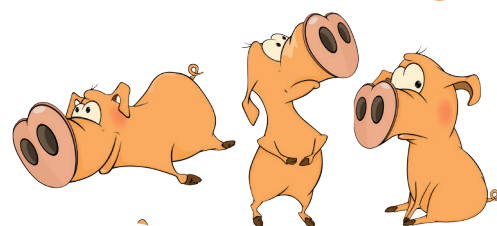
We can express our feelings and indicate our limitations to our superiors politely.

Initiate apologizing:

Of course, if expressing yourself led to misunderstandings and arguments, or perhaps you made certain hurtful remarks, initiating an apology is beneficial regardless of whether they accept it or not.



Three Little Pigs



There were once three piglets. They all knew that it was the safest to build a stone house. However, building a stone house was difficult and they failed at every attempt.

Although the eldest piglet was strong and powerful, he had no clue how to build a stone house from scratch. Although the second piglet had a designer's mind and knew what kind of house was suitable for living, he did not know how to build a house or calculate the use of materials. Although the youngest piglet was a mathematical genius who could accurately calculate the structural safety of the stone house as well as the amount of required materials, he lacked the second piglet's imagination skills, and was too weak to move stones.

They all had different strengths and weaknesses, and could not build a stone house on their own. Therefore, they decided to combine their strengths to make up for each other's inadequacies and cooperate in building a stone house together. In the end, they all lived in a safe and comfortable stone house.