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## Thoughtfully Fit Teams: Create a Winning Culture

**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, Thoughtfully Fit 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

Thoughtfully Fit 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! Every person has unique quirks. Thoughtfully Fit 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

Reflect on what you're inspired to do based on your new awareness. What's one step you want to take?

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