



## Creating a Culture of Valued People

# Self, Team, Community

### What makes an organization?

People come together in organizations, in its highest form, to create value for themselves and others. People come together in organizations to accomplish what individuals cannot. There are three synergistic relationships in every organization. First, the relationship with self or the individual. Next is team, which is the smallest working unit usually between 3-12 people. And finally, the community that the organization serves. The value between these three needs to be balanced. When that takes place a multiplication effect happens and organizations can experience a 20% boost in productivity as a result of this optimized valuing.

### Synergizing the 3 groups

When an organization is synergistically valuing the self, team and community great things happen. When individuals understand how to create value for themselves in the past, present, and future, that individual brings optimal human thriving to their team. A team made up of these individuals who are dedicated to increasing their valuing of each other will multiply the human energy of the individuals. Studies by Google and Harvard confirm this effect. When individuals and teams like these interact with the community there is one more layer of positive feedback. Your community will feel valued, and according to Gallup this leads to a 23% greater market share. It creates a win-win synergy.

### 3+3=VP Culture

Simply put we will be applying the 3 value sciences of Personality Science, Emotional Science, and Values Science to each of these three groups. The outcome looks like this. The individual self, will value themselves and bring their optimized self to the team. The team will apply the three sciences to their work and interactions to optimize the team. Then finally we focus on how those three sciences affect the community. This pattern will be used to create a vp culture that is optimal from individual to community.



### Exercise for Group

How would you describe the difference between a friendship and an organization?

How would you describe the difference between an interest group like a sports team and an organization?

What does it feel like to be on a team that increases your personal energy?

Have you ever felt like a company was treating you like a commodity to merely extract money from? What did that feel like?

### Summarize this lesson in your own words or sketch.

.....  
.....  
.....  
.....  
.....

### Habit exercise for this week.

This is a thought habit.

Notice throughout the week what it is most affecting your personal energy.

TUE	self .....	team .....	community .....
WED	self .....	team .....	community .....
THU	self .....	team .....	community .....
FRI	self .....	team .....	community .....