



Building healthier teams




Faith in Yourself

Supporting Workbook


“The concept of family is very important.”



Five key questions

 **“What do these people bring to my table? How do I treat them as individuals? How do I treat them as grown-ups? How do I make them feel that they are valued? How do I make them a family?”**

Umesh has a crystal-clear method of building his teams. He asks himself these five questions. At the heart of this is finding out what makes people tick. How can he build upon their strengths and really make people feel like they belong? Umesh finds this way encourages an informal approach. People feel they can approach him, he has more relaxed conversations which are unguarded, honest, and helpful.

-  This approach builds trust.
- Umesh’s team know what sort of a response they will get from him, and they are open with him.
- They know he wants to build them up, not knock them down.

 Notes and reflections: _____
