

## **LIFO® Team Coaching Tool**

As strong believers in the concept of *group accountability*, as we worked more and more with teams we saw a need for a reference tool that would act as a reminder and reinforcement for learning how to communicate more effectively with others --- using the LIFO® Golden Rule, “*Do unto others the way they want to be done unto*”.

**The LIFO® Team Coaching Tool** provides a quick and easy reference to the preferences of others and gives each team member the ability to look at each *other* team member’s overall communication preferences and learn how to manage their own communications in order to get the best out of each other. For example, some of us want the facts, quickly, bottom line, in bullet points while others of us need more information and time to examine the facts. Some of us are more relationship oriented while others are more task oriented.

Please use this link to see a working sample of this new application. If necessary copy and past into your browser.

[http://barnumassociates.com/demo/leader\\_coach.html](http://barnumassociates.com/demo/leader_coach.html)

Click on the following headings:

**Leader as Coach.** He/she has already received a LIFO® Strength Management Report (SMR) – for their own individual personal insight, learning and development. This new tool provides a quick overview and includes suggestions for self-management, in particular, when coaching in both Favorable and Unfavorable Conditions.

**Team Profile** – Each individual has already received a LIFO® Strength Management Report (SMR) for their own individual personal insight, learning and development. The Team Profile provides a quick reference for our own understanding as to how to work with others in order to leverage each *other’s* strengths and manage those blind spots.

Click on Team Profile to see a sample of a team which provides a profile for each team member including the Leader.

- For example click on Frank and then --- click on the various questions and areas of interest. If you want to know how *you* can help Frank when he is stress or conflict you can click on that. If you want to know what Frank’s contributions to a team might be – click on that. If you want to know what *you* can do to improve

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communications with him ---- the kind of information and environment he needs....click on that!

In addition, there is the possibility of inserting photos of the individuals rather than icons. This might be especially useful when working with global and virtual teams who do not have a lot of personal contact.

**Style Graph** – A quick and insightful reference which provides an overview of the strengths and challenges of a team as well as between individuals. Also provides a visual of the diversity of individuals and diversity of the group along with possible shifts in behaviors under both conditions.

- Click on SG and you will see the strengths of the individuals and team using the SG orientation – click on Favorable and then on Unfavorable and you will see the shift in individuals and in group. Continue with each of the four styles.

**Strengths, Challenges, Solutions**– this page looks at only the most preferred styles in both Favorable and Unfavorable conditions.

- For example Frank and Carl both have CT as most preferred so you might imagine they should be able to work well together but they are having issues. Click on CT to CT and you will see the strengths, challenges and solutions.