

To Find Team Balance.... Think BOLD

August 23, 2011 by [Martha Newman, J.D., PCC, TopLawyerCoach, LLC](#)



5 Ways to Strike Group Harmony

Think about the work groups in your firm or department. How many of them would you characterize as “fierce,” or perhaps “too nice?”

These types of teams - **FIERCE** and **NICE** - are two extremes of the team spectrum that often fall short in some areas and excel in others.

The team you want to be a part of is the one that falls right in that sweet spot, the middle of the spectrum: **BOLD**.

BOLD teams balance out the rest of the pack, offering a mix of compassion and consideration with courage and risk-taking.

What sets **BOLD** teams up for success?

Here are five ways they strike a balance and find harmony.

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1. Balanced feedback.

BOLD teams realize that constructive feedback is critical for their improvement. They also understand they don't have to be harsh or mean to be helpful.

Feedback is always direct, honest, and straightforward. But, it also comes from a place of caring and sincerity. Teammates accept feedback in the spirit in which it is offered.

2. Attention is paid to how the group works, and the end result.

BOLD teams work hard to hit deadlines and get the job done. They prioritize their times and resources to meet the expectations set for them. However, they are not driven by their goals. They drive them!

BOLD teams manage their time lines and goals by working together. They consider all viewpoints - even the devil's advocate - before proceeding. This type of team work ultimately helps them avoid future problems and ,more importantly, helps them stave off obstacles along the way.

3. Know when to say “no.”

It feel good to say “yes” and answer the calls for requests all of the time. But the reality is overextending leaves to trouble.

Before **BOLD** teams take on more responsibility, they assess their ability to deliver. This includes many frank discussions, sharing concerns and reservations as well as hopes and desires. The merits of incoming work are always weighed against what they already committed to doing.

4. Debates are encouraged.

Conflicts are addressed as they come up. They share our honest reactions. They express how they think or feel, as well as what they want or need from each other. Everyone is encouraged to be transparent and genuine. However, they don't lash out at each other when they feel hurt or offended.

5. Stay flexible.

BOLD teams balance their need to plan with their need to be flexible. They draw on their collective experiences and wisdom as they embark on new projects. They don't rely on just a few to decide for them: They put all their cards on the table.

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BOLD teams can deal with almost any obstacle - both internal and external - with vigor, compassion, and efficiency. As you move forward with your group, try fostering a balanced team environment which includes having the courage and risk-taking of a **FIERCE** team, and consideration and caring of a **NICE** team.

THINK BOLD!

Adapted from article, [The Sweet Spot Between NICE and FIERCE: BOLD](#), by Brian Cole Miller.

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