

Reason, Ego & the
Right-Minded
Teamwork
Myth



The Philosophy *and* Process for Creating a
Right-Minded Team That Works Together as *One*

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Reason, Ego & the Right-Minded Teamwork Myth

The Philosophy & Process
for Creating a Right-Minded Team
That Works Together as One

*Do No Harm.
Work As One.®*

By
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Certified Master Facilitator

Dear Reader, This Sample gives you three sections:

- Page 5: Overview
- Page 9: Myth Story
- Page 18: RMT System

...that help you help the team to Do No Harm and Work as One.

CONTENTS

Preface.....	
Right-Minded Teamwork: A High-Level View.....	
The RMT Myth.....	
A Message from Reason	
The Myth.....	
Moral of the Story.....	
The RMT Process.....	
An Overview of the Seven RMT Methods	
How to Study & Apply These Methods.....	
The Seven RMT Team-Building Methods.....	
Right-Minded Teamwork in Any Team.....	
How to Facilitate Team Work Agreements	
How to Apply the Right Choice Model	
7 Mindfulness Training Lessons	
Right-Minded Teamwork: 9 Right Choices.....	
Design a Right-Minded, Team-Building Workshop.....	
Achieve Your Organization's Strategic Plan.....	
The End. Your New Beginning.....	

Glossary of Right-Minded Teamwork Terms & Resources.....

- A Course in Miracles.....
- Accept, Forgive, Adjust.....
- Ally or Adversary Teammate
- Avoidance Behavior
- Battleground: Where People Are Punished for Mistakes
- Certified Master Facilitator (CMF)
- Classroom: Where People Learn from Mistakes
- Communication Work Agreement
- Create, Promote, Allow
- Critical Few: Complete Important Tasks First
- Decision-Maker: The Real You.....
- Decision-Maker: Trust Your Intuition.....
- Decision-Making Work Agreement
- Desire & Willingness: Preconditions for Accountability
- Do No Harm. Work as One. ®.....
- Ego & Ego Attack
- Moment of Reason
- Onboarding New Teammates
- Oneness vs. Separateness
- Psychological Goals
- Reason
- Recognition: Make It Easy to Keep Going.....
- Right Choice Model
- Right-Minded Teamwork ® Attitudes & Behaviors
- Right-Mindedness vs. Wrong-Mindedness
- Thought System.....
- Train Your Mind
- Unified Circle of Right-Minded Thinking.....
- Work Agreements.....

About the Author.....

Right-Minded Teamwork: A High-Level View

Before we dive deep into the details, let's first take a high-level look at the two parts of the Right-Minded Teamwork model:

The **Myth** and the **Process**.

The RMT Myth

The Right-Minded Teamwork Myth is a story that illustrates how teamwork originally functioned perfectly... and how it deteriorated to where it often is today.

The Myth teaches a “right-minded” philosophy of oneness. It also offers “right-minded” team values, which for the vast majority of teams are not entirely possible to achieve. However, embracing and working towards these idyllic attitudes and work behaviors every day is certainly possible. Doing so is also practical; the Right-Minded Teamwork process will help you get there.

The Right-Minded philosophy, as shown in the RMT Myth, is founded on two universal truths.

None of us is as smart as all of us.

Right-Minded Teammates know that working collaboratively together, in a Right-Minded manner, is the only way to create the kind of teamwork that achieves 100% customer satisfaction.

Do No Harm and Work as One. ®

As a Right-Minded Teammate, you can be firm, direct, gentle, and compassionate, all at the same time. You do not blame yourself or others for mistakes. You and your teammates are allies, not adversaries.

You consistently **accept**, **forgive**, and **adjust** your attitudes and behaviors to help your team achieve its goals. You seek solutions. You look for ways to improve difficult situations and to sustain high-performance teamwork.

You do not harm, allowing you and your teammates to always work as one.

Together, the RMT philosophy and its continuous improvement process allow teams to accomplish goals while achieving 100% customer satisfaction.

The RMT Process

The Right-Minded Teamwork Process is built on five interlocking teamwork Elements. These 5 Elements form the core framework of Right-Minded Teamwork. With them, you will successfully apply and operate this teamwork system within your team.

The 5 Elements together create a continuous procedure that contains two goals and three teamwork methods. They are implemented over a six-to-12-month period.

The 5 Elements of Right-Minded Teamwork:

1. Team Business Goals
2. Team Psychological Goals
3. Team Work Agreements
4. Team Operating System
5. Right-Minded Teammate Development

NOTE: Every other Right-Minded Teamwork method discussed in this book is linked to the 5 Elements of Right-Minded Teamwork. You will see these five terms throughout each method we discuss.

Once you understand each Element and how all five fit together to form RMT's powerful, continuous improvement system, you will immediately see the benefits of RMT for you, your teammates, and your customers.

What is “Right” in Right-Minded Teamwork?

RMT has nothing to do with right-brain thinking or right-wing viewpoints.

It has everything to do with what your team, together, decides is "right." Your team's choices, identified collectively, define your team's Right-Minded Teamwork.

The "right" way is the way you choose is right for your team.

So, how do you open up a team discussion about what is right or wrong for your team?

- ✓ You learn about Right-Minded Teamwork through this book.
- ✓ You introduce Right-Minded Teamwork to your team.
- ✓ You apply some or all of the tools and exercises offered here.
- ✓ You watch your team come together doing no harm and working as one.

But for right now, all you need to do is continue reading. On the next page, you'll receive a special message from Reason, written just for you.

The RMT Myth

A Message from Reason

Dear Reader,

My name is Reason. We haven't been officially introduced, but I've been your constant supporter for many, many years.

Though you may think of me as an "I," I am not really a separate entity. I live inside of you. I also live inside everyone else, too. For that reason, it is more accurate to say, "We are Reason," collectively.

The story you are about to read will help you understand what I mean by that.



Here's a little preview:

Once, there was only Reason. Everyone had everything they needed, and everyone was happy with what they had.

But out of nowhere, a tiny, mad idea crept into our collective minds. For just an instant, we began to wonder,

"Is there more to be gained than what we have achieved by working together as one unified team?"

*This moment was the **birth of separation.***

Fortunately, most of us just kindly laughed off the silly question. But some listened. They began to think separate thoughts. Some had the thought that if they could work alone and take more for themselves, it would make them even happier.

Instead of following Reason's advice, they chose to follow Ego (the obvious instigator of such a thought).

Because of their choice to break from Reason, teamwork faltered. Choosing to focus only on themselves impacted everyone.

As you will see in the coming pages, there is more to this story. But even before you read it, allow this excerpt to prepare you. Open your mind to see the true value, importance, and power of *choice* – your choices and the choices of your teammates.

In every situation, every one of us makes a choice to follow either Reason or Ego. The hope, of course, for the sake of your team's success, is that you and your teammates will choose Reason. When you do, you will do no harm, and you will always work as one.

The most beautiful part is that no matter how far you or your teammates may have strayed, by *choosing* to work *with* Reason, you will inevitably find your way back to collaborative, productive teamwork – your pre-separation state.

When following Reason, it is easy for teammates to make Right-Minded choices. It is natural for them to act and behave as a single, unified team, ready to achieve team goals.

This book and the seven Right-Minded Teamwork methods it introduces will teach you how to get there. With these tools, you and your team will create and follow your own Right-Minded thought system. You will develop Right-Minded, effective work processes.

Reader, I want you to know that I, Reason, am available to you anytime and anywhere, forever. When you are ready to collaborate and work together as a cohesive team, I will be there, in your mind, prepared to show you the way. Together, we will make it happen. Then, you and your team will easily live the RMT motto. You will **do no harm and work as one.**

Join me on the Right-Minded Teamwork journey. A mindful *inward* journey. One without distance to a goal you want to achieve.

It's your new beginning. Let's start today.

Forever yours,
~ Reason

PS - Don't hesitate to call on me anytime. It only takes a mindful moment. I am always here for you.



The Myth

Once, before we lived in tribes, we all naturally worked together as one.

All our needs were met. There was no sense of want because there was no need. Peace, abundance, and collaboration were normal. Instead of "yours" and "mine," we shared with each other simply and effortlessly.

There was no leader, either, but there was a clear, guiding spirit that emanated from our collective cooperation. We named that shepherding spirit **Reason**. Reason continually and gently reminded us of our caring thoughts and feelings for one another.

With Reason's guidance, there was no fear. There was no doubt as to who and what we were. We were one, always there for one another. We easily worked together. We needed and wanted each other. We had everything we could ask for.

But out of nowhere, a tiny, mad idea crept into our collective minds. For just an instant, we began to wonder,

Is there more to be gained than what we have achieved by working together as one unified team?

This moment was the ***birth of separation***.

Fortunately, most of us just kindly laughed off the silly question. But some listened. They began to think separate thoughts. Some had the thought that if they could work alone and take more for themselves, it would make them even happier.

Then Reason stepped gently into our collective minds and asked,

But how could we have more than everything?

Reason went on to remind us that we had free will. If we wanted, we could follow that foolish little thought. If we did, it would be just like falling asleep and having a bad dream. Fortunately, Reason assured us that if anyone fell asleep, we would not abandon them. All of us would remain here together, as one, to help them wake up.

For most of us, Reason's gentle question and kind words made sense. We decided Reason's advice was right for us. That decision was our first **moment of Reason**. Shifting our focus back to our teamwork, we continued to work together as one.

But not everyone agreed.

One, named "**Ego**," concluded that if they had more than anyone else, it would make them even more special than Reason - or so they thought.

Ego didn't realize that this idea of being different and special was yet another tiny, mad idea. In the world of oneness, everyone is on the same team, working towards the same goals for the same reasons, contributing fully. There is no value in being an outlier, somehow different than the rest. What would that add to the team? Within the Unified Circle of Right-Minded Thinking, we are all one.

Still, Ego persisted, following the mad idea, and seeking their own way until they began to fall asleep, just as Reason had predicted. As Ego's eyes closed, Reason tenderly placed a folded note alongside Ego. On the outside, it read, "*Open when you are ready to wake up.*" On the inside, Reason included practical ideas on how to move back into the Unified Circle of Right-Minded Thinking. Eventually, this vital information would help Ego return.

But let's continue with the story. Fast asleep, Ego didn't notice Reason's gesture or note. To the slumbering Ego, the plan was crystal clear: Get more by taking more from others—more of... everything.

So off Ego went, taking more and more. Even though there was enough for everyone, Ego continued to take extra. But soon, Ego ran into a problem: Where to store all the extra stuff so no one would take it back?

Ego decided to leave and find a place to hide the stuff, somewhere no one could see it or steal it.

Proud of having such an excellent plan, Ego struck up a conversation with some others on the way to taking more stuff to hide. Ego bragged about all the really good stuff already stored away and the excellent plan to acquire even more. Ego even claimed to have more than Reason, which of course, was not true. Ego's illusion - *delusion* - made Ego feel special and important.

Regrettably, Ego was able to convince a few others to join in. They wanted Ego's version of specialness, too. Each of them began taking more, just like Ego.

They called their new group a tribe. Reason, and all those still following Reason's attitudes and Right-Minded Thinking, called them the Separated Ones. For a little while, the separated tribe sort of worked... until one day, a tribe member took stuff from another tribe member.

Now there was conflict. Conflict was a new feeling; no one had experienced it before. Other new emotions, like anger, fear, revenge, grievance, and doubt began showing up in the tribe members' minds as well. Everyone agreed these new feelings were awful. They convinced themselves and each other that their only hope of getting rid of those dreadful feelings was to go out and take more stuff. They tried to cover their fear with *more* - which, in truth, never works.

Soon, the tribe member who lost stuff to the other member became incredibly angry and hostile. They couldn't stand it any longer. A new question crept in: How could they protect their stuff?

One more tiny, mad, Ego-driven idea arose in their mind:

I know what I'll do! I'll leave this tribe and start my own tribe.

From that moment on, more and more tribe members began to join and split off, then join and split again, over, and over. Eventually, their wrong-minded choices created the world we live in today: a world filled with adversaries where once there were only allies.

Today, we have thousands of tribes around the globe taking from one another in more physical and psychological ways than we can possibly count. We live in a complex world of duality and chaos. A world of yours and mine. A world where, far too often, people fight over and take each other's stuff.

Most of us who are stuck in wrong-minded thought systems do not even know we are stuck. Fortunately, as napping Egos, we are only asleep in a nightmarish and chaotic dream where every choice leads to greater dysfunction.

We are dreaming of separation, but in reality, we are still one. If we choose, we can still follow Reason. We can begin our journey back to Right-Minded Teamwork and the unified circle of oneness. It's not too late to wake up.

Waking up means first gently accepting the fact that, as long as we view ourselves as our Egos, we are *out of our right minds*.

Once we accept this - our first **moment of Reason** - we will discover Reason's note, apply the sage advice, and gladly embrace Right-Minded attitudes and behaviors.

Moral of the Story

Wake up.

Shift your perspective.

Return to the Unified Circle of Right-Minded Thinking.

No matter what happens, and no matter how real it may feel or appear, Ego's world is a dream. As a team leader, teammate, or team facilitator, **your new purpose** – your special function – is to partner with Reason to awaken your teammates from their negative, adversarial nightmare and show them how to choose Reason, too.

As you do, you will invite them to participate in creating your team's Right-Minded thought system. This set of team beliefs and behaviors will bring all teammates back into collaborative unity, allowing you to work together as one team.

The RMT Process

Seven RMT Methods That Work Together as One

Now that you are familiar with the Right-Minded Teamwork Myth, we will review seven interconnected team-building methods that will help your team achieve Right-Minded Teamwork.

Together, these seven RMT methods create a self-perpetuating, continuous improvement, team-building system that will help you accomplish the Right-Minded Teamwork myth's aspirations of oneness and achieve your team's business goals.

Throughout this book, we will take a look at each of these seven RMT methods. By the end of our time together, you will understand how they interweave to help your team work as one.

As we review these tools, please note that RMT is a robust model. It was developed over decades with the help of hundreds of teams and thousands of teammates from around the world. While there is plenty in this book to introduce you to RMT concepts, each of the seven methods and titles you see below is also a standalone book. Together, these books form a series that teaches the complete Right-Minded Teamwork model.

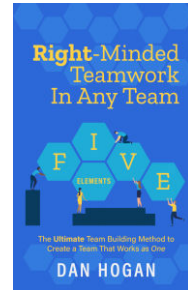
Once you begin applying Right-Minded Teamwork in your team, you will likely want to go deeper, studying each book in greater depth. As you do, consider this first book a reference tool illustrating how all seven titles work together to support the creation of Right-Minded Teamwork.

For now, let's take a brief look at the seven methods to gain an understanding of what they accomplish and how they fit together. Then, we'll talk about how to study and apply them.

An Overview of the Seven RMT Methods

Right-Minded Teamwork in Any Team:

The Ultimate Team-Building Method to Create a Team That Works as One



Description

The RMT framework, consisting of five unique Elements, includes two goals and three methods.

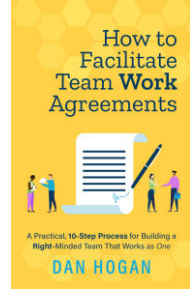
These 5 Elements of Right-Minded Teamwork are implemented in your team over a six-to-12-month period.

Though you may always choose to follow your intuition instead, there is a standard, three-workshop implementation plan for applying the 5 Elements in your team. When you complete the third workshop, you will move on to implementing the 90-day, continuous improvement operating plan, which is described in the fourth of the 5 Elements.

Benefit

Your team will establish an efficient, continuous improvement plan that, when nurtured and maintained, will improve teammate relationships, and create and sustain high-performance teamwork.

How to Facilitate Team Work Agreements:
A Practical, 10-Step Process for Building a Right-Minded Team That Works as One



Description

A Work Agreement describes your teammates' collective pledge to transform non-productive, dysfunctional actions into positive and constructive work behavior.

Work Agreements are emotionally mature choices based on collaboration and achieving customer satisfaction. The 10 steps are written primarily for team facilitators; however, leaders and teammates can easily follow them.

Benefit

Abide by these 10 steps, and you will succeed in creating team Work Agreements that will strengthen and sustain your teamwork and improve customer satisfaction.

How to Apply the Right Choice Model:
Create a Right-Minded Team That Works as One



Description

The Right Choice Model is built on the concept that every person has free will. Free will means you are 100% responsible for how you respond to every situation, circumstance, and event that happens.

When difficult situations occur, you either act as an ally, someone who chooses to demonstrate accountable behaviors, or you mindlessly decide to be adversarial, reacting as a victim or victimizer.

The truth of the matter is **you only have two choices**. You are either an ally or an adversary. Right-Minded teammates choose to be allies. Wrong-minded choices lead team members to become adversarial.

Benefit

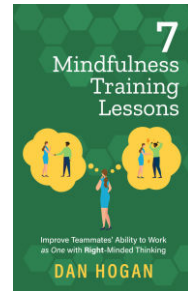
After learning the five steps of an accountable Right Choice (the “upper loop” in the model, also known as the Unified Circle of Right-Minded Thinking), teammates will be able to consciously choose to respond to team challenges in ways that align with the team’s definition of “right,” usually as defined in the team’s Work Agreements.

7 Mindfulness Training Lessons:

Improve Teammates' Ability to Work as One with Right-Minded Thinking

Description

The seven mindful lessons of Right-Minded Thinking can be summed up in one sentence with emphasis on three words: Right-Minded Teammates **accept**, **forgive**, and **adjust** their thinking and work behavior.

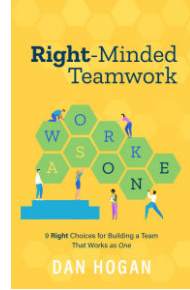


Accomplishing all three is part of a Right-Minded thought system. When all teammates strive to live all three consistently, the team creates its very own safe, Unified Circle of Right-Minded Thinking.

Benefit

In every circumstance, especially challenging situations, teammates will use these mindfulness lessons to actively apply the team’s chosen, Right-Minded way of thinking and behaving, usually as defined in the team’s Work Agreements.

Right-Minded Teamwork: 9 Right Choices
for Building a Team That Works as One



Description

This quick read is an excellent primer on Right-Minded Teamwork. It is a terrific way to introduce RMT to teammates.

This book illustrates nine teamwork choices that will bring your team together. These right choices are universal, self-evident, and self-validating. There is no question you want them on your team.

In the book, each right choice is defined, and exercises for applying each are provided.

Benefit

When you apply the nine right choices, your team will have consciously defined a set of right attitudes and behaviors and will have chosen its own Right-Minded “thought system.”

Apply these choices, and you will create the "right" way to successfully work together *for your team*.

Design a Right-Minded, Team-Building Workshop:

12 Steps to Create a Team That Works as One



Description

This book will teach you how to design a practical, real-world, team-building workshop.

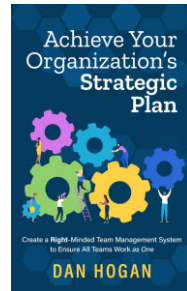
The 12 steps are grouped into three phases: Contract, Commence, and Carry on.

Written primarily for team facilitators, team leaders, and teammates can easily follow the steps to design a successful, team-building workshop.

Benefit

Because this method engages teammates in designing the agenda, it virtually guarantees that teammates *cannot wait* to attend the workshop. They *know* that when they meet, they will get real work done in a safe, “no harm” environment.

***Achieve Your Organization's Strategic Plan:
Create a Right-Minded Team Management System
to Ensure All Teams Work as One***



Description

An enterprise’s Team Management System (TMS) aligns teammate attitudes and work behavior to achieve the organization’s strategic plan.

Four phases are involved in creating and deploying your customized TMS. Each phase is part of the TMS model and is outlined in the book. The TMS is based on the use of the Right-Minded Teamwork process in every team.

Benefit

With a TMS, every team in the enterprise is aligned with the strategic plan, thus operating with focused clarity. This alignment ensures all teams are pulling the organization in the same direction. Consequently, the enterprise regularly achieves a higher percentage of its strategic goals.

How to Study & Apply These Methods

After carefully examining the descriptions above, you now have a high-level understanding of the seven methods and generally how they fit together.

As for how to study and apply them, as the Decision-Maker, *trust your intuition first.*

As discussed in the Myth, allow Reason to guide you as to which methods will benefit your team the most right now. If you and Reason have made a choice, study those titles first. You can always learn to apply the other methods later.

If you are not sure, you can always follow the suggested study sequence below.

Studied in this order, you will first learn Right-Minded Teamwork's core framework. Then, you will work your way through the other books, each of which supports the application of the 5 Elements in a specific way.

1. ***Right-Minded Teamwork in Any Team***: This book explores the 5 Elements, the core RMT framework.
2. ***How to Facilitate Team Work Agreements***: This book provides an in-depth application for the pivotal third Element of the 5 Elements model.
3. ***How to Apply the Right Choice Model***: This book is a teaching model. It will benefit you in creating the second Element, your team's psychological goals. It will also guide you to identify your team's chosen attitudes and behaviors for your Work Agreements.

4. ***7 Mindfulness Training Lessons***: These seven lessons are part of the fifth Element of the RMT framework, Right-Minded Teammate development.
5. ***Right-Minded Teamwork***: These nine choices will support you as you create your team's psychological goals, values, and team Work Agreements.
6. ***Design a Right-Minded, Team-Building Workshop***: Follow these 12 steps to design effective, transformational, team-building workshops that teammates actually want to attend, and which tangibly help your team grow and improve.
7. ***Achieve Your Organization's Strategic Plan***: Apply these four phases to create an enterprise-wide Team Management System that aligns all teammate attitudes and work behaviors to achieve the organization's strategic plan.

Ready to get started? We'll follow this list as we go deeper into these seven RMT methods.

Our first dive will be into ***Right-Minded Teamwork in Any Team: The Ultimate Team-Building Method to Create a Team That Works as One***, where we'll learn about RMT's 5 Elements.