

Finding the Balance Between Independence and Teamwork

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Are you an independent thinker? A big challenge in organizations is juggling the tension between independence and being a team player. Most of us understand the desire to be independent contributors who rely on our own strengths and abilities. Yet all of our workplaces are collaborative, and we all work as teams. Nobody does it alone.

As leaders, we have to find that just right place between independence and teamwork. The best leaders are able to help people do both. **It's important that associates are encouraged to voice their perspectives, find their strengths, and stay true to their values and purpose while at the same time honoring and being part of the values, purpose and impact of the team.**

Teams are only as strong as the sum of their parts, and independent thinkers can help push teams to find creative solutions by challenging the status quo. High performing teams welcome independent thinkers and unique feedback. **And the most effective leaders know how to leverage independence to build great teams that drive innovation and growth.**

With the 4th of July around the corner, it's an opportune time to celebrate our teams and the independent thinkers that make them thrive. Happy Independence Day!

How are you celebrating your teams and independent thinkers? I'd love to hear from you. Comment below or send me an email at thomas.epperson@innerwill.org.

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