

Level Up

GUIDE



SESSION SUMMARY:

The Volleyball Effect draws a powerful parallel between team dynamics in volleyball and organizational behavior, where success hinges on quick action and collective responsibility. When team members hesitate due to fear of overstepping, lack of confidence, or assumption that others will act, opportunities are missed and progress stalls - just like a volleyball dropping between players who each thought someone else would make the play. This hesitation can stem from various factors, including uncertainty about roles and fear of failure, ultimately leading to decreased team engagement and innovation. Creating an environment where collision through active participation is preferred over inaction is crucial for organizational success. Teams can overcome this effect by fostering a culture that encourages initiative, maintains forward momentum, and celebrates attempts rather than just successes. The key lies in preparing team members for a game-day mentality, keeping projects moving forward, and actively contributing to discussions and initiatives.

GROUP QUESTIONS:

- In what areas of your life do you find yourself most likely to hesitate or wait for others to take action?
- What fears or concerns typically hold you back from 'diving in' to new opportunities?
- How have you experienced the 'volleyball effect' in your workplace?
- What's the difference between wise consideration and harmful hesitation?
- How can we create an environment where people feel safe to take initiative?
- What are some practical ways we can encourage others to 'keep the ball in the air'?
- How does our courage influence our willingness to take risks and step up when needed?
- What's one area in your life where you need to stop hesitating and start taking action?

APPLICATION:

This week, identify one situation where you've been hesitating to take action. Commit to 'diving in' within the next 48 hours, whether it's speaking up in a meeting, volunteering for a project, or addressing a difficult conversation you've been avoiding.