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Table of Contents

Foreword

Chapter 1:

Unity Basics

Chapter 2:

Are You Self Serving

Chapter 3:

The Live And Let Live Mentality

Chapter 4:

Unity Mentality

Chapter 5:

Finding The Unity Mentality

Chapter 6:

Foreword

No man is an island and so, nobody can fulfill all of his or her responsibilities without the help and motivation of others. Truly, a company, a sports team, or organization will be miserable if the members of it will not be willing to work with one another. A certain group will not be able to achieve its vision and mission if there's no unity and teamwork.

Here in this book, you will learn more about one word: UNITY and its benefits to you, to your peers and to your group. Start reading today and find the right answers to all the questions you have in mind.

The Unity Handbook

The Basics On Oneness In Our Realm

Chapter 1

Unity Basics

Unity is one of the most important things that every person should consider. Wherever you go, you will find that unity matters to everything as it is very essential inside a company, organization, and even in a community.

Just imagine a group of people working and helping each other in doing and completing a certain activity. Visualize how much they care for each other. That's a very pleasing one, right? That's what unity can do. With unity, everything works fine. When each member of the team starts to care for each other, no problem will be hard to resolve.

If unity is absent and every member of the group is not willing to work with one another, problems will be on the way. If unity is absent in your team, these things will surely happen:

- When there's a problem that could lead to failure of the team to achieve its goal, the members will keep on blaming each other. No one of them will admit the fault or if someone happened to acknowledge that he or she was the cause of the problem, the other members of the team will blame him or her. This could not be the outcome if the members worked together right from the start.

- If someone in the team needs help, other members will simply ignore that person. They will not even pay even some of their time to help. They will keep on making excuses as they only want to focus their attention and time on their own responsibilities. A group that practices unity considers helping someone in need of assistance as a very important obligation.
- When it needs to make decisions, the group which is not practicing unity will be divided into two. This will lead to misunderstanding and debating.
- The goal of the group will not be easy to achieve. The whole group will take more time to work hard for the fulfillment of the goal. There's a little to no chance of achieving a great result.
- The members typically prefer to be alone when working. They will not ask help from one another even if they are already having a hard time in accomplishing the assigned task to them.

These are the common issues that a group will experience if the members are not paying attention to each other. A “group” that is not practicing unity cannot be actually called and recognized as a group and that is for the reason that they are not working hand in hand. When you say a group, it is composed of people who work together with care and concern for everybody. So, if your group is not practicing unity, do you think your “team” is really a team?

Why Is Unity Important?

Whether you're a player, a member of a certain organization or a part of a very important project inside a company...whoever you are one, thing you must keep in mind and that is to work together with others. In order for a company or a team to function appropriately and meet its objectives, unity is vital.

Unity affects a lot a team, a community or a company and it can either make or break everything. With unity, people will be a few steps away from their objectives. It will benefit each and every one.

If unity is valued, these things can be achieved:

Efficiency and Work Speed

A united group of people is typically more capable of accomplishing the tasks faster and effectively. Employing the strength of every team member & dividing the work consequently encourages enthusiasm, a sense of assurance and greater effort. This in the end will cause a stronger result. With unity, you will find every task is done without exerting too much effort and a team will not take more time in completing each task. It also means that the whole process becomes smoother.

Creativity

Team unity could also go far in terms of creativity and developing brilliant and new ideas and tactics. When people with different minds and ideas gather, the available choices will be plenty and diverse. Aside from having more ideas to choose from, unity is also producing ideas across the range,

as the members of a group come from varying life experiences and perspectives.

Team Power

As a person joins a group, he or she turns out to be a stronger force. If you will not be willing to work with others, no matter how dedicated or talented you might be; there would be some things that you can't do either because of the limitations of skill, time and experience. A united group has power and it can complete far greater tasks for the reason that it draws on different strengths, collection of skills, experience as well as the united flexibility of the members.

Learning

In a company of a solid group, the process of learning could also turn out to be significantly easier. When you interact with others, you will find that learning becomes a more substantial and real experience. Being a member of a group allows a person to obtain a fresh perspective on issues.

Support and Motivation

The members of a group who are united motivate, support and inspire one another. An individual who prefers to work alone has to rely only to himself for enthusiasm to plow all the way through difficult situations. If a person chooses to join a group and work with the members of that team, he or she can depend on their assistance whenever he or she needs it. Besides, a united member helps in motivating others throughout the good and bad times.

As you can see, unity can bring so much benefits that everyone will certainly enjoy. Your team deserves to experience such benefits and you can start making it possible today. With determination and willingness to succeed, you will soon be able to deal with others well and that will eventually let you learn how to be united with them.

Two Main Ingredients That Create Team Unity

New leaders of teams or managers are always curious to learn the secret ingredients which create unity inside a group. They think there's a secret they should know...but the truth is that there's no secret.

Team unity can be formed through combining two essential aspects and these two are the following:

- Unity can be created when individuals care about the goal of their team.
- It can also be created when the members of the group care for each other.

Without these 2 ingredients, unity will never be formed and you will have nothing to promote. On the other hand, team unity depends on how much concern every person in the group shows. Groups that are low-performing and dysfunctional care very little for any of the two. Meanwhile, those teams that are able to achieve average success might care a good bit for each other. And, those groups that are high-performing ones care a lot about each member.

The role of the leader here is identifying which of these ingredients is absent or in the least supply. He or she needs to be the catalyst for team improvement. This can be done by providing reflection, motivation and interaction.



Chapter 2:

Are You Self Serving

Look at yourself.... Can you tell whether you are self serving or not? Are you one of those people who do not care for others' interest? Being selfish or too much concerned with just your needs, feelings and desires in life will definitely prevent you from building a harmonious relationship with others.

Selfishness will certainly prevent a person from having the willingness to work together with others. With selfishness, unity can't be possible. Most people are not actually aware that they are selfish and perhaps, you are one of them.

So, how can you tell that you are self serving? Here are the six effective ways that can help you determine whether you are selfish or not:

- You like to be in control then you find it hard to compromise.
- You find it hard to give and share something you have.
- Putting the needs of others as your priority over your own needs is extremely difficult.
- You hear useful criticism as personal attacks.
- You tend to feel bad and your mood sudden change when your peers have the attention of everyone.

- You experience difficulties in forgiving someone who offended you.

It is very essential to see that being self serving is not the same as being mean-spirited or hostile. Egotism is not actually directed against others but, it is an erroneous way of making a person feels that he or she is more valuable or adequate.

Being self serving is not a trait that you can inherit from your father or mother but it is a behavior that can be learned by anyone. So, if you are self serving, you can do something to change it and improve yourself for better. You can use the daily interactions between you and others as opportunities to learn how to become less selfish. Make a mindful effort to change your mindset from “me first” to “we first”.

So at this time, can you already identify yourself as a self serving person? You should not be ashamed because you have this trait. It is not too late for you to improve yourself. Make a move today and start trying to make yourself a better person. As soon as you have learned how to be concerned with others’ needs and interests, you will start to appreciate the value of living with unity and cooperation.

Ways to Overcome Being Self Serving

People who care only for their needs concentrate on themselves. This particular attitude stops someone from experiencing how grateful it is to share, give and have quality and genuine relationships. Because of your attitude, working with others and interacting with people around you would

be not easy for you to do. Being self serving prevents you from realizing the value of uniting to everyone. Learning that you have this kind of attitude is one crucial step to improving.

To overcome this negative attitude, you should follow these steps:

1. Change your current way of thinking and embrace changes that will make you a better person. To stop yourself from being self serving, you should focus your attention on the needs and interests of others and not only yours. From now on, you should try to learn how it feels to be helpful and sensitive to those people who are really in need of the help you can give. When you care only about yourself, it causes others to feel unsafe and uncared for.
2. You must try to understand the value of honoring people in contrasting to revering money or things. Learn that good relationships and people are more vital than to have material possessions.
3. Start being charitable especially to the needy and poor. You can extend your helping hand to these people through coordinating charities and organizations that are supporting your community. Giving time or money is one of ways to overcome selfishness. Why don't you try to share some of your material possessions? You will surely enjoy that grateful feeling it can bring to you.
4. You need to become sensitive to those people who surround you. Discern who might be requiring your help and try to reach out to these people in a rightful and caring way. It will surely help you in

keeping your focus off of yourself. This in the end will let you become a more healthy and whole person mentally, emotionally and spiritually.

Effective Cures for Being Self Serving

Selfishness is known to be a behavior characterized by how a certain individual views himself with regard to the external world. To start making yourself wanting to experience and enjoy the benefits of unity, you should start relieving yourself first and make yourself eager to be sympathetic and aware of others' needs. You have to fight your attitude first before you can finally experience the essence of unity and its benefits. So, you must take into account the following:

Cures for Selfishness

Therapy

It can help you uncover the main causes of selfishness so that you can come up with a corrective treatment plan. Traditional therapy would usually delve into your past experience to assist you understand the progression of your selfishness. Innovative therapy like balanced emotive attitude therapy is more focused on the recent and the way currently-held behaviors, attitudes and emotions are contributing to bad life actions.

This particular therapy will treat selfishness as a disorder that was driven by character satisfaction and it teaches you the importance of self-acceptance that is not quantified by success and money. Through accepting

yourself without attaching some external conditions, you will lose your desire to obtain material wealth at the expense of people around you.

Self-Help Books

These books are usually written by those people who have struggled over the problem they are writing about. They are the ones who can provide non-judgmental and authoritative advice to someone who struggles with selfishness. Through illustrating samples based on their personal experiences, these authors particularly those who are eager to help people overcome selfishness could form a connection with someone who sees his or her self shown in the content of these books.

Usually, it is only when a self serving person reads about something that is exactly the same with his or her situation will be encouraged to start understanding his or her personal issues and how the problems can be solved. To overcome your problem, you must start looking for these books today and let these authors teach you and guide you towards overcoming selfishness.

Spirituality

To find spirituality is a remedy for being self serving for the reason that most religions depend on selflessness and in the happiness one can feel when serving others. For instance, Buddhism is based on the concept of attaining the transcendent condition of Nirvana which is the life tree of desire, suffering and selfishness.

Meanwhile, Christianity demands that a person to surrender his or her spirit and will to Jesus Christ while serving God through showing some qualities like joy, love, peace, kindness and patience. A person who is selfish and commits herself to a spiritual life might find that she can't sustain her old behavior which will lead to actions which are centered on assisting others.

Parenthood

Although some reasons why people prefer to have kids might be deemed selfish, usually, parenting will still be an effective treatment for selfishness especially in the formative years of a child. Good parenting demands a commitment of resources and energy and limits the amount of extra time a person should devote to his or her self.

To take care of a baby is a selfless act and it often comes with some transitory rewards until the child starts to interact and grow. It is not suggesting that good parents are the perfect ones and are always able to make correct decisions. But, to become a parent will require a person to do self-sacrifice and may go a long way to relieving selfishness.

These remedies will certainly help you a lot in addressing your problem. You won't have any regrets for trying to apply them on your case. Backup them with confidence. Believe in yourself that you can make a change in your attitude, not only for your own good but for the benefit of others.

Chapter 3:

The Live and Let Live Mentality

When you hear the phrase “live and let live”, what comes inside your mind? The dictionaries state that it is an idiom that expresses a particular idea and that is people must be able to live their lives in a way they desire to, no matter what others might think of them. Then, there’s the so called live and let live mentality.

Look at those people around you and observe the way they spend each day of their lives. What you will notice is that they have fun and they do whatever they want. They aim for something that makes them happy and they live in the most comfortable way for them.

Having the live and let live mentality means you want to be free and have total control of your life. Nobody can stop you from spending each day of your life in that way. When you have this kind of way of thinking, you simply focus your whole attention to what makes you feel good. You do not pay attention to what others think of you. Here comes the problem.

Every person is different and your beliefs in life might be opposed to the viewpoints of your friend or loved one. There’s a conflict, causing both of you to have misunderstandings. The result is that, both parties may not be able to build the realm of unity.

If you ever find yourself wondering what's wrong with some relationships in your life then you must take time. Find out how you could apply practically the theory of live and let live mentality and the diverse meanings it could hold for you. What if you are opposed to convictions or beliefs of somebody? When the expression of those viewpoints affects you directly, you should stand up for yourself respectfully. Demand a respectful dialogue or better not to show your reactions at all. Always remember that individuals have enormously different experiences with and outlooks of almost everything.

Always remember that things will never go in the way that will always please you. What is good and dear to you could be disgusting and toxic to somebody else. Much richness could be found in neutrally considering various and opposing points of view.

On the other hand, you must show people around you the respect you want from them and learn to discern when you have to keep your opinions and beliefs to yourself. After all, they are all your convictions and beliefs and they offer rules and principles for your life and not for other's lives.

According to researchers, people who are really happy in life are the ones who are eager to continually re-evaluate their convictions and principles. Does somebody have a problem with your religious beliefs? Well, unless you're out of place in conversation and action, it's their problem...not yours. But, if you're the one who has the problem, learning to have the live and let live mentality could help you see that unless somebody is behaving improperly to you, the problem is yours, not theirs.

You'll be astonished to learn how most aspects of your life could change dramatically and to a great extent. By having this mentality, you can make new friends instantly and people will find you as someone who can understand them though their beliefs vary from yours.

Your frustrations in life will be lessened and the pain you feel deeply within your heart will start to fade. Your long-term relationship with someone, that might have become stale or strained, will have a new life. All of these are what you will get once you strive to learn how to gain this kind of mindset.

Having this particular state of mind is one thing that will help you a lot in building a harmonious and happy relationship with people around you. When everything goes fine between you and them, unity will be established. It only means that to live and let live makes it easy for people to be united.

Chapter 4:

Unity Mentality

There have been a lot of books that were written to discuss the so called “Me Generation”. However, it seems that this way of thinking and approach is a long way from limited to a particular age group or generation. However, it is far more persuasive or widespread.

As you look around, you will find that more and more people today are becoming narcissistic. These people are those who only pay attention to themselves and to their needs. These people tend to take advantage of everything at the expense of others or even the entire society. In the reality, there are usually two probable alternatives for a way that a person focuses or proceeds, either with a mindset that is focused on “ME” or “WE”.

Those who concentrate on “ME” usually proceed over life in a possessive way wherein they think of everything to be theirs. These people think of themselves most of the time and they do everything just to maintain their personality standing quo. With the mindset of these people, it is very obvious that they are the ones who experience difficulties in getting united with others.

Through having the so-called “unity mentality”, people will be able to build unity inside the community or group where they belong. You can say that a certain person is having this mindset if he or she thinks of not only for the

good of his or her self but he or she is more focused on getting the best things that will benefit everyone. If you have this way of thinking, you understand why people should work and live harmoniously and you know the benefits of unity.

If you really want to see your group united, you should start by thinking how you should act as a leader and a motivator for your team. Develop your mindset and if it needs changes, then change it. To experience the benefits brought by unity, you must start improving yourself and do everything you need to develop “unity mentality.” As soon as you have it, proceed on helping your group members develop and possess this way of thinking too.



Chapter 5:

Finding The Unity Mentality

In the first glance, you will think that to promote unity is not something that can be possibly achieved by a company, a community or a group. But, for a person with sincerity regarding this matter, even those things that are indeed impossible to achieve will be possible. All you have to do is to develop the right mindset for this time and that is the unity mentality.

You don't have to go somewhere to find this way of thinking and it is because it comes within you...from your heart. The willingness to see and feel unity that lives within your heart is one thing that will help develop unity mentality.

Look at the other members of your group, and observe their behaviors. Do you notice any of them how possibly has this state of mind? You are very lucky if you have even one or two. They can help you a lot in making those self serving members of the team to become people with unity mentality.

So what are you still waiting for? Make a move now and be determined to achieve your goal.

Chapter 6:

Practicing Unity

So you are now very serious of making your community or group united and strong. There are ways to get there and achieving this goal will never be hard for you to do if you know the right steps to take. To give you a jumpstart, here are some of the ways on how you can promote unity.

How to Promote Unity?

For sure, all of the benefits that unity can offer will push you to motivate your buddies and make them understand why they need to value unity. Now, you need to proceed on learning how to promote unity.

Promoting unity is a very vital part of supervising any successful organization comprised of three or more members. Sharing common beliefs and having a sense of a typical purpose are important for unifying a group of coworkers, members of an organization or sports players. To establish a sense of unity could help your group attain the set goals more effectively.

Here are the crucial steps that you should follow in promoting unity:

Develop a Universal Objective

To have a common and clearly defined objective will allow your team to know the direction you desire to creep up. Gather the members of your

group and ask everybody what their thought of the shared objective is, if applicable.

Write down every idea given and validate each. Determine if there's a universal thread. Choose your common aim and set up parameters like the date the objective must be attained.

Organize Team-Building Activities

Depending on kind of organization, team-building activities could become a fun and lighthearted way of promoting a sense of cooperation and unity. You may organize a set of activities that will be exciting and great for everybody.

Uphold Open Communication

You need to encourage every member of your organization to communicate honestly and openly. To encourage a sense of cooperation and unity, each member of the team should feel that he or she is appreciated and acknowledged. When people have objections or recommendations regarding the group's activities or operation, you must permit them to voice these issues inside an open forum without judgment and criticism. You can do it in a public discussion setting wherein everybody can point out their concerns or contribute recommendations within a team or have an open-door rule, making the group members know that they can always have the chance to discuss the issues privately.

Observe Important Events

Celebrating some important events as a group could also help you in promoting a sense of oneness inside of your organization. You can arrange a small celebration to rejoice these events. Plan the party accordingly and you must make it a cheerful and festive occasion. You may buy some decors and hand out flyers to announce the upcoming party.

Problem Solving

You must be responsible enough in addressing any problem that will arise. Nothing will kill a group's sense of unity quickly than ignoring the problems. Give time to address the problems and concerns of the members of the group as it makes them feel that you care and that you are committed to encouraging cooperation and unity.

Tips to Follow on Improving Your Team's Unity

Once you have seen that everyone in the group starts valuing and showing care for one another, you should not let your team's unity last for a while. It must be kept forever. Here are some tips to follow on how you can effectively improve your team's unity:

- Have an external function – all it takes to make unity last forever is to have an external function to escape from the sport. In that way, every member will be able to know well everybody on an individual level instead of simply as a group member level.
- Have a fundraising project – one of the activities where you can definitely see everyone in your team happy is a fundraising project. It

could be simple as a car wash or it can be something that is more intense such as a camp. Just prefer an activity that is team oriented which you know will make money for the group and be sure to include every member of the team to work as a group.

- Team building sports – let all members of the group have fun. You may arrange some team games instead of individual games. Such games will require every member to work together. With these games, everybody will be forced to join, have fun and work together as a group.
- Team drills – when the members of the run through drills and warm ups, just make sure that they are all doing the activity as a group. Things such as running, lining up or leaving together are teaching everyone indirectly the importance of unity.
- Team punishments – if somebody happened to make a mistake or violation then the team will need to decide what kind of punishment should be given as a consequence. This will not only force everyone to follow the rules through peer pressure but it will help you have a better and more united team as well.
- Improve communication – ensure that communication is vivid between the coaches and team members. Have open door policies or stand ups as it will help in alleviating confusion while it opens the closed doors for improved communication among the group involving the coaches.

- Move people all over –when you could try changing up the groups of the members of the team, do it. To improve unity, every member should meet different people from time to time. It will not only help with groups amongst the team. But, this will also become an opportunity for the entire members of the group to meet new people. There are times that paring senior members with new people becomes a good practice.
- Have the seniors run practice – at some point of time, it is indeed ideal to have all seniors run practice in order to make them see and feel how hard it is to run practice. In that way, it could incorporate few of their ideas, for a modification of pace & it offers the coaches a chance to have a break.
- Modify it up – try altering this up every now and then. It would make the practice of unity more engaging plus it will get the minds of everybody off of any tragedy that might or might not be happening.

When you follow everything that you have learned from this book, you can be sure that developing unity within your group or community will never remain for you as a very impossible dream. Backup your plan for a change with patience and determination to succeed and sooner, you will just find that you made it!