

- Negative signals include:
1. Lack of eye contact.
 2. Blank expression or frown.
 3. Avoidance of contact cutting short necessary contacts, etc.

Non-verbal communication can be easily misunderstood and so it should never be relied upon. A leader who is burdened down with the heavy baggage of hurts or problems completely disassociated from his relationship with a staff member may send many negative signals that could be interpreted wrongly. It is far better to rely on clear verbal messages.

Many of the successful teams investigated spent time together both in their work and simply for enjoyment of each other's fellowship. They took the time to get to know each other as friends and this supplied a real need in their lives.

One of the leaders interviewed shared the fact that he often consults his team members for ideas they might have on a passage he is exegeting in his sermon preparation. He might ask them for ideas or suggestions in regard to other matters. The very fact that he goes to them for their wisdom helps to bind the team more closely together. It says to his associates, "I value you and your ideas." This supplies a real need in them and also makes them think very positively of the man with whom they are working.

Another leader explained that his associates were experts in their own fields, and he revered them as such. He consulted them in their areas of special training and knowledge, and also sent members of his congregation to them for special help. Again, his message to