Crossing the Ridges

QUALIFIES OF A GREAT TEAM MEMBER - TEN TOP TIPS FOR TERRIFIC TEAMS

Presented by Shelley Rogers from Individual & Organisational Development

1. Know what is expected of you and other team members. This includes team and organisation goals as well values and standards. Make sure you deliver what is expected of you and what you commit to delivering or are expected to deliver.

2. Listen well to your team members. Use active listening behaviours to really understand others’ points of view. After great listening, you may not agree with their point of view but you will have a better chance of understanding it.

3. Do not be afraid of conflict. Use conflict as a means of sorting things out and clarifying ideas. Conflict only gets fearsome when you avoid it or use ineffective communications behaviours to deal with differences.

4. Use assertive and solution-focused communications behaviours skills as much as possible when engaging with colleagues of any level.

5. Be respectful of yourself and others in all situations.

Respect – 1. an attitude of deference, admiration, or esteem; regard. 2. the state of being honoured or esteemed. 9. to show consideration for; treat courteously or kindly. Respectful – full of, showing, or giving respect

Collins English Dictionary, 4th Australian Edition

6. Take responsibility for your own actions. Even NOT doing something is an action decision. Your behaviour (or lack thereof) will have consequences. Make sure you know what those consequences are and take responsibility for them. Blaming others is not part of taking responsibility.

7. Accept that you can not solve every difference. People will have different ways of reaching the end goals. Learn to tolerate those differences that still fit with the organisation’s values and standards.

8. Maintain appropriate confidentiality. Loose lips sink ships Confidentiality is part of the trust that team members need to be able to share.

9. Give appropriate and generous praise and recognition of others, and do not brag. Humility is OK. Being able to receive compliments well is also part of this tip.

10. Build trust between yourself and other team members. Some of the ways to build trust are genuinely supporting their ideas whatever you think about those ideas, listening and getting to know them, displaying respect and making and keeping your commitments.

Today we live in a project world and, if you live in project world, you’ve got to be a great teammate

Tom Peters