TEAM PLAYER

INTERPERSONAL COMPETENCIES

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Difficulty

Easy
Stroll

Tough
Climb

TEAM PLAYER
competency

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UNIVERSITY

Team Player

Effective performers are team-oriented. They identify with the larger organizational team and their role within it. They share resources, respond to requests from other parts of the organization, and support larger legitimate organizational agendas as more important than local or personal goals.

Level	Performance Indicators and Behavioral Examples
4 **Strategic**	• Always puts the organization first; uses the executive platform to model being an organizational team player. • Fosters an environment in which resources and information are shared openly to the betterment of the organization; rewards and encourages team play; does not tolerate hoarding. • Is sought to participate in the highest and most important organizational teams.
3 **Advanced**	• Is a willing and able senior collaborator; is actively sought out for senior teams. • Readily yields individual goals to meet organizational goals that are of higher priority. • Implements initiatives that promote teamwork; establishes cross-functional processes and structures that reinforce team play.
2 **Applied**	• Models team player behaviors. • Consistently recognizes and supports team goals over individual goals; is able to articulate team goals and standards; proactively jumps in to meet team goals. • Visibly supports team activities; shows up early to team meetings, participates appropriately in team activities; volunteers for team projects, etc. • Provides enthusiastic, creative energy and ideas to the team. • Recognizes and praises the contributions of fellow team members; gives credit where credit is due. • Readily engages new team members to "show them the ropes;" willingly helps others on team.
1 **Elementary**	• Is able to articulate team goals and standards. • Readily collaborates with others; shares information, knowledge and resources. • Is always willing to listen to other team members' points of view. • Is a committed participant on the team; engages actively in team pursuits; contributes to full extent of capabilities; supports other team members. • Willing to compromise or delay own goals when necessary for the achievement of team goals.
0 **Inadequate**	• Does not enjoy or work well with others; avoids or resists teamwork; makes unilateral decisions; is fearful of letting teammates shine; hogs all the credit. • Undermines team effectiveness; makes derogatory comments about team-member in front of team; voices a "me first" attitude; withholds information; looks for opportunities to make other team members look bad. • Does not participate at needed levels; does not adequately contribute to team activities or volunteer to help the team when needed. • Relies excessively on the team to produce work that could or should be accomplished individually. • Disengages if the team goal doesn't align with own personal goals; follows own hidden agenda, is territorial with personal projects. • Frequently misses important team meetings; fails to listen, interrupts, ignores, talks over.

Significance

There are many divisive forces at play in any organization. Silos arise and may result in destructive competition between departments. The Team Player competence ensures that individuals identify with the good of the entire enterprise. True team players share needed resources to support over-arching organizational priorities and foster collaboration and cooperation.

Best Ways To Develop

Study the overall purpose and goals of the organization where you desire to work. Assess your willingness to be a team player – to sacrifice personal goals and resources for the general good. Identify the rewards for team play, and specify the rewards that particularly appeal to you.

Improving Your Capacity

Join a team that requires collaboration for success.

Maintain personal accountability for your team responsibilities.

Do your part in keeping the team focused.

Read: *The Team Member's Survival Guide* by Jeanne Wilson and Jill George.

Read: *The Team Handbook. A Sam Group Company* by Peter Scholtes, Brian Joiner and Barbara Streibel.

Read: *Team Players and Teamwork, Completely Updated and Revised: New Strategies for Developing Successful Collaboration* by Glenn Parker.

View: *9 Traits of Highly Successful Work Teams* by Career Track.

Start Today

Start to use "we" instead of "I."

Surprise someone else on your team with an unexpected offer of help or support.

Plan now for your contributions at the next team meeting; be fully prepared and be the best you can be.

Tips

- Share resources toward team goals.
- Truly appreciate the synergy that teamwork can provide: the whole is often greater than the sum of the parts.
- Actively communicate and build relationships with other team members.

Remember, the key to improving competency is not just learning about the skill but choosing a takeaway and developing an action plan to put new behaviors into practice until it becomes a natural response.

Development Action Planning Form

Step 1: Choose a competency area to develop.

    Target Competency: _____

Step 2: Describe a positive outcome in the target area of competence; include your vision of a preferred future state.

    Goal Statement:_____

    Vision Statement: _____

Step 3: List the benefits of achieving your desired end state.

    Benefits: _____

Step 4: Brainstorm the actions you might take to achieve your goal. For each, anticipate obstacles and options for overcoming them.

Action Steps	Obstacles	Options
1.		
2.		
3.		

Step 5: Finalize your action steps based on your brainstorming in Step 4. Now, list each action you must take to achieve your goal, including time frames and resources you will need.

Action Steps	Time Frames	Resources
1.		
2.		
3.		

Lipscomb's CORE Competency Development Program helps improve the competency areas that are critical to achieving your life and career goals. Through course materials, suggested practice opportunities and personalized coaching, competency-based education focuses on developing a new set of skills you can apply to daily life. Visit Lipscomb Online for more information on our Certificate, Undergraduate, and Graduate degree programs.