While knowledge, skill, and ability are certainly important qualities, employers preparing to hirer/promote an employee also pay careful attention to that person’s ability to be a team player. Employees who maintain a positive attitude, get along well with coworkers, and are committed to the success of the department as a whole are more likely to earn the respect of supervisors, managers, and coworkers alike.

Tips for being a Team Player:

- **You can count on me!** - Develop a reputation as a reliable team member by following through on assigned tasks and consistently producing high quality work.

- **Effective communication** - The success of the team depends upon open, honest, and respectful communication. Express concerns and offer feedback, but do so in a positive and considerate manner. Share the knowledge and skills you have developed in order to improve the performance of others, as well as bolster productivity and efficiency. In addition to communicating your ideas constructively, be a good listener. Successful teamwork requires participants who are able to consider diverse ideas and points of view without being overly reactive or dismissive. In order for the best plans and solutions to be developed, a dialogue must be fostered.

- **Engage yourself** - A good team member is an active participant. He/she is prepared to participate in meetings and takes initiative to implement new plans and develop solutions to department challenges. Additionally, a team player regardless of his/her position within the department should be willing to put aside personal differences and job titles in order to work with others in the department to accomplish goals. He/she should respond appropriately to all requests for assistance and take the initiative necessary to complete tasks.

"Individual commitment to a group effort - that is what makes a team work a company work, a society work, a civilization work."

—Vince Lombardi

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Adapt to new situations and challenges - Policies and practices within the District may be subject to change as technology improves or new challenges emerge. A good team member is willing to adapt to changing practices and environments without complaining or becoming too stressed. If problems do emerge, a team player attempts to develop constructive solutions, as opposed to dwelling on or avoiding complicated issues.

Remember the “Golden Rule” - Consistently treat others in a respectful and supportive manner. Demonstrate consideration for the needs and feelings of coworkers by offering appropriate support and encouragement. Maintaining a good sense of humor during times of stress can contribute to a positive work environment. However, avoid having fun at someone else’s expense.

Demonstrate your commitment to the team - Through your actions and attitude show your teammates that you are invested in more than your own individual success. Recognize the contributions of other team members. Reciprocity is essential to teamwork. Many employees are willing to take assistance but are reluctant to give back. Through appropriate communication and support, assist others with accomplishing their goals.

Individual success is rarely possible without the assistance of others. Working as a team will increase efficiency and improve the quality of work produced. Establishing a culture of teamwork will also enhance relationships within the office and reduce stress. Ultimately, the success of a specific project, department, or institution will reflect positively on all players involved.