

T.E.A.M. – Together Everyone Achieves More

There are few things that are certain in the world of leadership, but one thing you can be sure of as a student leader is that at one time or another you will be part of a team. Knowing how high functioning groups work, and how to be a positive, productive member are the first steps in embracing that team spirit!

Characteristics of Top Teams

- Mutually agreed upon goals and expectations
- Distributed participation and leadership
- See conflict as natural and productive, and address with civility and respect
- Trust, understanding, and acceptance within membership
- Welcome differences in ideas, backgrounds, and perspectives
- Celebration of small wins along with big successes
- Work hard and play hard



Characteristics of Tumbling Teams

- Group goals are unclear, or personal goals supersede team goals
- Members do not pull their own weight
- Lack of trust and loyalty within the group
- New ideas or perspectives are not welcome
- Members are not familiar with each other
- See conflict and controversy as bad and avoid at all costs
- Feedback is not welcome or provided constructively

Being Part of a Team

T-reat each other with respect. You all deserve respectful treatment. If you've got experience, don't pull rank. Challenge yourself to be a mentor to new student leaders.

E-ven workloads make for happy team members. Don't expect anyone to pick up the slack if you aren't fulfilling your responsibilities. Everyone must pull his/her own weight.

A-sk questions. Ask for advice. Ask if another student leader would like to meet for lunch. Other students are great resources and would be happy to share some of their wisdom or brainstorm a problem with you.

M-ake good decisions that reflect well on you and the rest of your team. Keep in mind that you are a role model both on and off campus. Don't be the bad apple that makes the job of others more difficult.

4 Ways to Build Your Team Today

Teambuilding is an ongoing process and must be given attention year-round. There are simple ways to create a team atmosphere.

- **Put "Team Time" on the Agenda**—provide a question or activity at every meeting that gives individuals an opportunity to share something new about themselves.
- **Reward and Recognize**—a quick "congratulations" or "thank you" is priceless. Whether you do it publicly or privately...do it!
- **A Motivational Speaker**—invite the President of the institution, a staff advisor, or community member to come in and share some motivational thoughts with the group.
- **The Buddy System**—encourage members to get to know each other in fun ways. Have peer mentors within the group, secret "friends" to send fun notes or gifts to throughout the year, or small teams that work on projects together year-round.

*** It is not too late! If you sense your team is "tumbling" a bit, just go back to the basics by striving for the characteristics of a Top Team.