

## Team Membership

*Abstract: Much has been written about teams and team leadership. However, team members can make or break a team. This article looks at the characteristics of effective team members.*

Much has been written over the years about teams, leadership, and empowerment. The focus has been on the leader. Teams, however, are made up of more follower/members than leaders. High Performance Teams are made up of high performing team MEMBERS.

Are you an effective team member? Effective team members:

- Support the team leader
- Help the team leader to succeed
- Ensure that all viewpoints are explored
- Express opinions, both for and against
- Compliment the team leader on team efforts
- Provide open, honest, and accurate information
- Support, protect, and defend both the team and the team leader
- Act in a positive and constructive manner
- Provide appropriate feedback
- Understand personal and team roles
- Accept ownership for team decisions
- Bring problems to the team
- Recognize that they each serve as a team leader
- Participate voluntarily
- Balance appropriate levels of participation
- Maintain confidentiality
- Show loyalty to the company, the team leader, and the team
- View criticism as an opportunity to learn
- State problems, along with alternative solutions/options
- Give praise and recognition when warranted
- Operate within the parameters of team rules
- Confront the team leader when his or her behavior is not helping the team
- Share ideas freely and enthusiastically

- Encourage others to express their ideas fully
- Ask one another for opinions and listen to them
- Criticize ideas, not people
- Avoid disruptive behavior such as side conversations and inside jokes
- Avoid defensiveness when fellow team members disagree with their ideas
- Attend meetings regularly and promptly

This information comes from *Participative Leadership*, a module in Entelechy's High Performance Teams program. Check out our 40 customizable modules, training tools, and eGuides at [www.unlockit.com](http://www.unlockit.com).

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