

10 WAYS

GOOD TEAMMATES ARE TOUGH

1. **When they confront toxic, culturally-disruptive behaviors on their team** (They aren't bystanders; they're upstanders. They strategically confront anything or anyone who threatens their teams' culture.)
2. **When they resist saying I told you so** (They raise their objections and voice their concerns. But once a decision is made, they put their soul into making that decision come to fruition. And if it should happen to fail, they decline the chance to unleash their righteousness.)
3. **When they consistently express appreciation** (They let no contribution to the team go unrecognized, no matter how small it is nor how busy they are.)
4. **When they value others' time** (They respect time and understand how valuable it is—theirs and everyone else's on the team. They don't show up late, check out early, or ever waste the present.)
5. **When they temper their public jubilation to individual achievement** (Earning an accolade when fellow teammates fail to acquire the same acknowledgement can generate the sort of jealousy and resentment that fractures teams.)
6. **When they cut a struggling teammate a break** (Instead of digging in and demanding accountability, they recognize those occasions when easing up on a teammate who is battling personal issues [e.g., illness, injury, bereavement, etc.] is the better path.)
7. **When they endure inconvenience without complaint** (Serving an entity beyond self means having to engage in activity that can be a hassle.)
8. **When they get excited about a fellow teammate's success** (Anyone can get excited about their personal victories. It's much harder to be happy for a teammate who attains a distinction that you coveted.)
9. **When they embrace less than desired roles** (They don't allow their ego to keep them from taking on new responsibilities or assuming unheralded roles.)
10. **When they get in sync with their teammates** (They adjust their style, temper their preferences, and alter their approach to facilitate synergy. They grasp that going fast isn't the same as going far.)

*Being weak is easy. Choosing to be tough IS tough—but it's also commendable. Anytime a team member chooses the option that is best for their team over what is best for them as an individual, they demonstrate toughness and should be commended.