

The Pacesetter Way

It is everyone's individual responsibility to appropriately encourage and help all associates consistently follow these behaviors.

17. Have Each Other's Backs: Be willing to step into another role or help a teammate when it is required for success. Remember we win or lose as a team.

Simply, help and support one another. We are a team, as clichéd as that word has become.

TEAM: Together Everyone Achieves More. The concept of TEAM is a very common one and yet, it is a difficult one to fully embrace, as we are human. As humans, we inherently look out for our individual best interests. TEAM says there is a greater interest than your immediate self-interest that will be better for you in the long run if you look out for the team before yourself. This means self-sacrifice in the immediate for the greater good in the distance. For some this is easy and for others it is more difficult.

Overall, we should want the entire team to be successful. That means stepping in when necessary. Going above and beyond for another individual. Standing up for a team members' needs before your own if that will lead to what is best for the entire team overall. This means sacrificing your ego, owning up to your actions, and taking responsibility for your part on the team.

The best examples of successful teams often seem to be sports teams. I am currently reading a book called "You Win in the Locker Room First" by Jon Gordon and Mike Smith. Mike Smith talks about leading various teams including the Falcons and discusses how he created team unity utilizing the principles from several of Jon Gordon's other books like the "Energy Bus." This book covers the 7Cs that lead to a team's success. Many of these overlap with our behaviors and each of these is a representation of "Having Each Other's Back."

Think about the most successful team you have ever been a part of. How did you interact with your teammates? What worked? What could have been improved? And now think about the worst team you were ever on. What did that look like? Would you even call it a team had it not been labeled one for you? Take some time to reflect on when you felt you were a part of a bigger picture and how you and others reacted to that. Which of the behaviors that you come up with do you reflect regularly and which ones could you improve on to be a better teammate and have your teammates' backs?



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