

S E A N   G L A Z E



THE **10**  
COMMANDMENTS  
OF **WINNING**  
TEAMMATES

**BECAUSE SIGNIFICANT SUCCESS TAKES  
MORE THAN TECHNICAL TALENT**

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## **DEDICATION:**

*To the many young men and women that I had the honor to coach, who worked hard to be winning teammates and were positive examples of passion, commitment, and work ethic.*

*This book is a grateful nod to the impact that those extraordinary individuals had on me and on the group they were a part of...*



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## **The Ten Commandments for Winning Teammates**

- 1 - Remember to have fun and remain positive
- 2 - Always give and request clear expectations
- 3 - Frequently share appreciation and thanks
- 4 - Continue to grow and stay coachable
- 5 - Be aware of and encourage others
- 6 - Do more than is expected with enthusiasm
- 7 - Respect the clock and the calendar
- 8 - Know your role and contribute your strengths
- 9 - Prioritize team goals ahead of personal gains
- 10 - Claim personal responsibility for results



## **Preface**

### **How This Book Will Make You More Successful**



I learned a lot from coaching basketball for over 20 years.

I first learned the X's and O's of the game, and the importance of putting people in positions where they could take advantage of their strengths.

I later learned the importance of building and maintaining a positive culture, which I discussed in my book *Rapid Teamwork*.

But mostly, I learned the importance of having strong internal leadership if you want your team to succeed over time.

When I transitioned to working with corporate groups as a team building facilitator and speaker, I was impressed by how similar their challenges were to the ones that I had experienced as a high school basketball coach.

In working with organizations across the country, whether it was school faculties, sales teams, medical office staff, or a team from any other industry, I found that good talent and strategy was essential – but never sufficient.



And while being a winning teammate does not mean you will be on a championship team, I would argue that every championship team has its fair share of winning teammates...

When my son began playing, I shared with him the same message that my daughters had heard from me when they first dabbled in athletics. I said that I had no idea if they would ever be the most talented kid on their team, but that I was never going to be a parent who cared about points or rebounds or the accolades that came with being seen as a great player.

Instead, what I told them I would ALWAYS care about is that they work hard enough to be seen as a great teammate.

At the time, my definition of being a great teammate for my children (who were probably around 6 or 8 years old) was simple. I told them that they should always play hard, they should always listen to their coach, and they should always care about and encourage the other kids on their team.

For them, that just meant to run instead of walking, it meant having hungry eyes and ears when the coach was talking at practices and during games, and it meant getting up to high five and clap for the good kids when they came off the court.

Well, those simple ideas grew over time – but the foundational thought has remained simple and never lost its significance. You may not always be an impressive talent on your team, but with the right attitude and effort you can always be an impressive teammate.

This applies to YOU because it isn't only relevant in basketball or athletics.

The truth is that in most organizations, **people are hired for their skill and expertise and then fired for their attitudes and behaviors.**

The world that I grew up in, where Clint Eastwood and John Wayne movies taught us that toughness meant doing it all by ourselves as isolated renegades, has slowly disappeared.

Today, the people who succeed and advance are those who understand the importance of interpersonal relations.

Toxic talent ultimately sabotages a team.

And it isn't just in locker rooms that this has been acknowledged.

According to a 2015 article in the Washington Post, Deloitte simplified their own employee evaluation process by scrapping the standard assessment they had used for years and rewriting it to include only four simple questions.

The first two are answered on a five-point scale, from "strongly agree" to "strongly disagree;" the second two have yes or no options:

- 1. Given what I know of this person's performance, and if it were my money, I would award this person the highest possible compensation increase and bonus.*
- 2. Given what I know of this person's performance, I would always want him or her on my team.*
- 3. This person is at risk for low performance.*
- 4. This person is ready for promotion today.*

And that is all they focus on.

Of course, the major shift is in including question number two. Corporations and their consulting firms are now aware of the incredible impact that good (or bad) teammates have on organizational culture.

And no matter how talented you are at your job, this is relevant to you!

Let me explain why...

If you are an exceptionally talented employee, this book will highlight the skills that you need to acquire in order to remain where you are or continue to grow.

Without the focus on being a winning teammate, toxic talent becomes less and less valued – and behaviors that might be tolerated for a brief time early on will eventually become unacceptable and lead to unexpected issues.

And if you are an average performer working to build a reputation as a solid and contributing employee, a focus on the skills described in this book will significantly improve others' perceptions of you as an invaluable member of the team.

Whether it is in basketball or business, being a winning teammate means becoming a small contributing part of something more significant than yourself. I hope you enjoy the story and the lessons it shares.

More importantly for you and your team, I hope you enjoy the impact that adopting these habits will have on your personal success if you choose to apply the lessons in your life!



## **Chapter 1**

### **leaving the past behind**



They knocked on the door at 9:14 am.

Nick was holding a large Styrofoam cup, half full of Dunkin Donuts coffee.

His coffee maker and mugs had already been packed into one of the cardboard boxes.

Nick maneuvered around the obstacle course of furniture and boxes, stacked like a maze of oversized Lego towers, to get to the front door of the second floor apartment he was leaving.

Through the peep hole, he saw two large men standing outside, one glancing down at a clipboard.

It was the movers.

Nick opened the door. "Morning, fellas."

The one with the clipboard spoke without looking up, reading his name from the printed form in his hand. "Morning, Mister Turner – sorry we're a few minutes late. Everything ready for us?"

Nick opened the door wide and motioned with his palm up to reveal his preparatory packing efforts.

“I’ve got a just a few things left to pack in the back bedroom, but this should keep you busy while I finish. I need to be out of here by noon, though. Flight leaves at 3 pm.”

“Yes, sir. Shouldn’t be a problem. Glad you chose us to help you out.” The guy looked up at Nick with a genuine smile. “We’ll take care of everything like it was ours.”

Nick was struck by the sincerity the mover spoke with.

“Great.” He held up his coffee and turned to walk down the hallway. “Let me know if you need anything else – I’ll be back here getting the last few boxes together.”

“Okay. Thanks Mister Turner. We’ll get started out here then.”

Nick heard the mover set his steel clipboard down on the granite kitchen countertop and then give a few directions to his partner.

The back bedroom’s closet door was still opened wide, and Nick sat down on the grey carpeted floor to survey the last bit of packing that he had to finish.

This was the collection of old stuff that he had held onto from his past that got shoved in the spare room. He should have gone through it the last time he moved, and could probably throw at least half of it away without ever missing it.

The closet shelves held a collection of flimsy shoe boxes and large plastic storage containers that protected mementos from his youth.

Baseball cards. Newspaper clippings. Old shirts and baseball caps. Plaques and trophies. The flotsam that people collect over time and struggle to part with until years

later we recognize they are little more than superfluous souvenirs that take up needed space in our lives.

On his left, Nick folded open another moving box, and wrote “school stuff” in red sharpie.

Then beside him, on the right, he pulled open a black heavy-duty garbage bag from the roll he had purchased a few days earlier. Now he had a place for things to keep, and a place for things to trash.

He took a deep breath and thoughtfully considered his situation.

Moving again was definitely not a fun experience.

He had always enjoyed the calls from headhunters. His talent and test scores and education had placed him on all the right lists. But each of his first two jobs had started out full of promise and opportunity... but they ended up essentially the same way.

“I just don’t think you are a good fit for our culture...” Donna had said. Donna was the HR lady who had greeted him so enthusiastically only months earlier.

And now he was doing it again. Starting another job with a new boss and HR department full of enthusiasm.

But he knew that if it was going to end differently this time, he would have to do something differently. He just didn’t know what.

**THIS IS THE END OF THE PREVIEW PORTION OF THE BOOK,  
*THE 10 COMMANDMENTS OF WINNING TEAMMATES.***

**ARE YOU INTERESTED IN FINDING OUT WHAT HAPPENS TO NICK?**

**CURIOUS TO LEARN THE LESSONS HE WILL EXPERIENCE OVER THE NEXT  
FEW DAYS AS HE JOURNEYS TO HIS NEXT OPPORTUNITY?**

**GREAT – THEN PLEASE **PLACE A PRE-ORDER...****

**YOU WILL BE ONE OF THE FIRST TO GET A COPY WHEN IT IS COMPLETED!**

**THANK YOU FOR YOUR INTEREST!**

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**AND IF YOU HAVEN'T YET, CHECK OUT SEAN'S OTHER BOOKS:**

