

10 Traits of a Good Team Member

By Naseem Mariam

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ABSTRACT: What attributes do you look for in a team member? What is the mix of attributes, traits, skills, talents that you should gather into your team? Here are the top 10 attributes of a good team member.

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By Naseem Mariam, Project Management Coach
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You are a manager of a project and are given the luxury of selecting your people. You can select any 5 of the 10 people. What attributes do you look for in a team member? What is the mix of attributes, traits, skills, talents that you should gather into your team?

If it is a shorter project (3 months) you should have a lot of task-oriented, good technical experts on board; however if the project team is large (more than 8), the duration greater than 6 months then having a few social oriented people on board would reduce the interpersonal-communications strain from the project team.

1. Excellent technical, professional competence

Business projects require professional skills. If it is a shorter project (3 months) you should have a lot of task oriented, good technical experts on board; however if the project team is large (more than 8), the duration greater than 6 months then having a few social oriented people on board would reduce the interpersonal- communications strain from the project team.

2. Good interpersonal skills

Effective interpersonal communication is vital to the smooth functioning of any task team. Communication skills -- listening, written and oral, telephone, email -- are a must. Conflict handling, negotiating skills are an added advantage. Trusts, supports, and has genuine concern for other team members. Helpful and cooperative with others.

3. Sharing, giving tendency

Shares his knowledge and expertise freely with team members. Shares openly, with honesty and integrity with others regarding personal feelings, opinions, thoughts, and perceptions about problems and conditions. Does not engage in one-upmanship. Gives of his time, energy and heart to own and solve the problems that arise during the course of the project.

4. Respects authority

Has an aura of authority around him. Gains the respect of every team member. Respects his boss, the Top Management of the organization and the customers' managers. Consoles and reasons with other team members and resolves complaints of other team members with patience, understanding and empathy. Understands and is committed to team objectives..

5. Cares for the customer

Polite, courteous to everyone including the customers. Has real concern and thinks of both short term and long term benefits from customer's viewpoint. Negotiates well with the customer and the company's Top Management to ensure less stress and strain for the team.

6. Self-reliant, happy, positive person

Comfortable with himself. Respects himself and will not become a sycophant (insincere compliment giver, trying to get into boss' good books insincerely). Positively charged, full of enthusiasm and love for his work. Puts in an honest day's work and is willing to cheerfully put in a few extra hours whenever the need arises.

7. Welcomes feedback

Encourages feedback on own behavior Takes the necessary corrective and preventive actions to ensure harmony, peace and joyful environment for project execution.

8. Finger on the pulse

He has a finger on the pulse of the teams' feelings and concerns. Helps to fix the conflicts, negotiates between conflicting parties and negotiates a win/win ending. Is aware of what goes on around him, is able to sense danger and steer the team members onto happy solutions faster.

9. Delivering on commitments

Reliable, dependable person. Always keeps his promises and commitments. Informs customer and boss well in advance when things go wrong, Discusses the issues and concerns and sets new commitments.

10. Integrity, honesty and trust

Whatever good qualities a person may possess, they are of no use to him or to anyone else when he does not have integrity of character. Integrity is being true to oneself, honesty is being true to others. He should be trust worthy and trust others with his eyes open. He is able to evaluate phoney and insincere people a mile away.

About the Author

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Naseem Mariam is the editor of "Management that Soars" Newsletter & author of "Project Serenity - How to gain happiness and peace" . Her writings draw life from her 18 years experience managing software projects. Let her guide you towards Faster All Round Success and a Stress Free, Joyous Life. Her free ebook and Newsletter tell You How. Subscribe with mailto:projectdioxide@sendfree.com Visit her at <http://www.123projectmanagement.com>

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