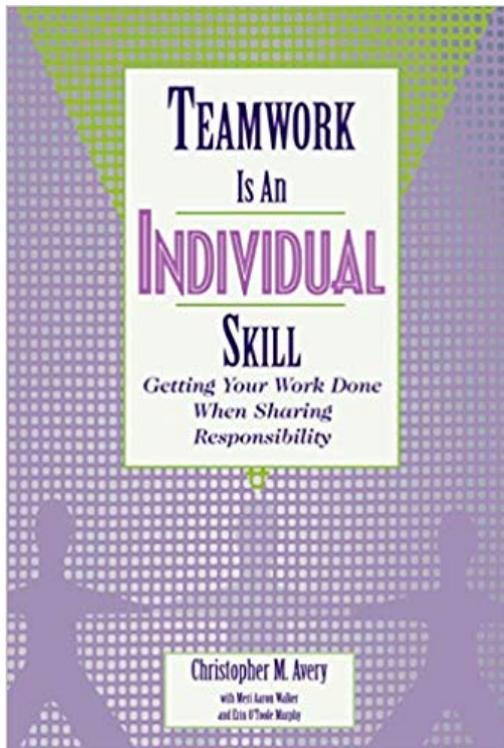


Teamwork Is an Individual Skill: Getting Your Work Done When Sharing Responsibility *by* Meri Aaron Walker, Erin O'Toole, Christopher M. Avery



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Knowing how to work effectively in and through groups may be the single most important skill anyone can develop in today's collaborative, team-based workplace. Unfortunately, all of the resources available on teamwork put the emphasis on group process and ignore the role of-and benefits to-the individual. But effective teamwork isn't only a group skill set; it's an individual skill set as well. *Teamwork Is an Individual Skill* shows readers how to develop the skills to thrive on any team, under any circumstances. No longer will readers find themselves complaining, "I got assigned to a bad team." Instead, they'll know what to do to make any team work for them. Drawing on over twenty years of experience successfully developing professional teams in product development, R&D, and high-tech environments, Christopher Avery and his coauthors use brief thought-provoking essays, personal and teambuilding exercises, case studies, and insights from business leaders to teach readers how to build responsible and productive relationships at work. The authors show how and why your ability to assume personal responsibility-for your own work on a team and for the team's collective work-is the most important factor in ensuring a productive team experience. Teambuilding, the authors point out, is essentially a series of conversations between people who share responsibility to get something done. *Teamwork Is an Individual Skill* describes the way these conversations typically progress, and shows the reader how to predict and direct these conversations so that they can maximize the benefits to both themselves and to their team. Designed

for easy access and for use by both individuals and groups, Teamwork Is an Individual Skill will equip readers with the mental skills and behaviors that will help them achieve personal goals while contributing to their team's success.



Reviews of the [Teamwork Is an Individual Skill: Getting Your Work Done When Sharing Responsibility](#) by Meri Aaron Walker, Erin O'Toole, Christopher M. Avery

Armin

Many of us charged with leading teams are expected to take the role of 'scapegoat' for team performance. While most of us agree that the team leader does contribute (critically) to the team's success, each individual member can and does impact the team's performance. This book provides a validation that individuals impact teams and goes further to explain that every team member has an obligation to provide for the success of the team. This book helps empower those that want to make a difference in their teams.

Risa

This book is a must for anyone who is managing an office. If your office is full of egotistical employees or employees who are not team players, this book will help you to help employees get on the right track.

Zamo

I really like basic idea: "teamwork is individual skill".

So, every team member should train this skill work together. This idea opened for me new ways of thinking about teamwork.

Ndyardin

It is one of many good books I have read. I like the stories he shares in the book.

greed style

great

Ygglune

When the seller read my original review, which was somewhat negative, they immediately contacted me and asked how they could correct the situation. I appreciate their customer sensitivity and willingness to refund my purchase price.

I would use this seller again in the future.

Lamranilv

Whose fault is it when teams don't work?

I was leery of the new book *Teamwork Is an Individual Skill*, by Christopher M. Avery, but got hooked halfway through the first chapter. If you work with people - as a manager, employee, business owner - even as a family member - you're likely to find valuable advice for building cooperative relationships and achieving common goals.

This is not a book about getting along with those you work with, or even about being nice to them. It's about helping them help you succeed. According to Avery, if you do your part (by taking

responsibility for the team's performance), they'll do theirs. The team will achieve its goals, and everyone will be able to take the credit.

Following are a few of the book's suggestions:

- Realize that teams are defined not by the people on them but by what the team must do. To win individually, the members must win first as a team.
 - Take responsibility for and act on troublesome situations, rather than waiting for those "in charge" to do so.
 - Don't go along with something you are strongly opposed to. Without blaming, "push back," knowing that your silence would be equivalent to consent.
 - Begin a team relationship with a contribution: evidence of your talents, special information to which you have access ... tools, contacts, whatever you have that supports the team's mission.
 - Practice "servant leadership," Buckminster Fuller's concept of winning by helping others win.
- The book continues with ideas for using conflict constructively, distinguishing criticism from feedback, building consensus, calling others on broken agreements, and much more. Avery has included individual and team exercises, so you can use *Teamwork Is an Individual Skill* as an employee-training manual.

For years I have resisted the popular notion of "there is no 'I' in teamwork" because teams are a collection of individuals working toward a common goal. Each of us brings our own values and skill sets to the table. It is our choice to work together (or not) as a team.

Christopher M. Avery has captured this idea and more in this book. Chris suggests that individuals take responsibility for team success versus blame others. He challenges the reader to be proactive and work through team issues rather than avoid or accommodate others.

This is a perfect book for team members who have been on teams before. It will validate good team behaviors and point out areas to upgrade...in a gentle and non-threatening way. The book is easy to read with lots of stories and examples to highlight the key points.

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