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https://www.100test.com/kao_ti2020/504/2021_2022__E8_80_83_E8_AF_95_E5_A4_A7__c96_504063.htm by Margaret Steen, for

Yahoo! HotJobs When it comes to choosing a candidate for a new job or a promotion, employers consistently say they want "a team player." 谈到雇用新员工和晋升下属时，雇主们总是说他们想要有“团队精神”的候选人。 This means someone who can "put the team goals and the team accountability ahead of their own individual situation," says Steve Kass, president for the Great Plains district of Robert Half International. Robert Half International, Great Plains区总裁Steve Kass认为团队精神就是“将团队目标和团队责任位于个人之上”。 But how, exactly, do you go about showing that youre a team player? Experts offer the following five suggestions for concrete ways you can show your dedication to the team. 可到底怎样表现才能表明自己具有团队精神呢？下面是专家给出的五个具体建议，让你表现出在为整个团队效力。

1. Meet your deadlines. 按时完成任务 When Accountemps, a division of RHI, surveyed senior executives at large companies about what it meant to be a team player, the most common reply was "meets deadlines." When youre doing one part of a larger project, as is often the case when youre on a team at work, you can hold up everyone else if you dont get your work done on time. A good team player is someone other team members know they can depend on. 2. Be candid. 坦诚 Glenn Parker, a team-building consultant in Princeton, N.J. and author of "Team Players and Teamwork: New

Strategies for Developing Successful Collaboration," believes companies used to have a one-dimensional view of a team player: someone who worked hard and didn't ask questions. "But the world has changed," he says. "The idea of just supporting things is not as valued as it was." Indeed, in the Accountemps survey, "supports his or her manager" was low on the list of qualities a team player should have. This doesn't mean managers want to be undermined -- but many do appreciate suggestions and constructive criticism.

3. Adapt quickly. 迅速适应 You may work with teams whose members are in different locations. It's likely you'll be a member of several different teams at work, too, each focused on a different goal. Today, with advances in technology, increased globalization and more diversity in the workplace, team players need to be "more complex, adaptive, creative and flexible," Parker says. One way to demonstrate how adaptable you are is to offer to change the way you work if it seems like it would help your teammates, Kass said. Attitude is important, too. People used to assume that trust among team members had to be built over a long period. In today's fast-paced business world, there may not be time for that. So, Parker says, successful team members begin by assuming that their coworkers are capable, dependable, and engaged.

4. Appreciate others work styles. 欣赏别人的工作风格 One person may be good at facilitating communication. another likes to challenge the groups assumptions. The best teams will have a mix of these styles and members who appreciate each others contributions. "The really good team player, regardless of style, is somebody who can understand and appreciate

and work with people whose style is different from theirs," Parker says. 5. Avoid politics. 避免办公室政治 In Accountemps survey, avoiding politics was second only to meeting deadlines when it came to defining a good team player. "This means," says Kass, "that you dont let yourself get distracted by issues that arent crucial to the teams mission." 100Test 下载频道开通，各类考试题目直接下载。详细请访问 www.100test.com