



TEAM CULTURE PRACTICE

# STUDENT-ATHLETE PLAYBOOK:

# TEAMWORK

“WE **TIP** WITH  
**EXCELLENCE** AND  
**INTEGRITY**”

TEAMWORK. INCLUSION. PASSION.



## LEADER-TO-DETRACTOR CONTINUUM



We become a Detractor, a Participant, or a Leader when we are...



**Not responsible  
for self or others:**

We personally do not meet the performance standards or commitment expectations, and/or prevent others from meeting the standards/expectations.



**Responsible  
for self:**

We carry out our personal responsibilities, but do not demonstrate collective responsibility for the shared goals or collective good.



**Responsible  
for self and others:**

We demonstrate personal commitment, mastery, and focus on the shared goals, and we encourage others by our words and actions to do the same.

*Adapted from Jeffrey Beedy*



EXCELLENCE  
WITH INTEGRITY

TOOLS®

## LEADER-TO-DETRACTOR CONTINUUM RUBRIC



**We demonstrate personal commitment, mastery, and focus on the shared goals, and encourage others by our words and actions to do the same.**

- » We demonstrate teamwork, initiative, and willingness to work with others.
- » We demonstrate the ability to organize and lead group toward stated goals, but also do our part in the actual group tasks.
- » We encourage teamwork and leadership in others.



**We carry out our personal responsibilities, but do not demonstrate collective responsibility for the shared goals or collective good.**

- » We demonstrate teamwork and willingness to work with others.
- » We rarely, if ever, demonstrate the ability to organize and lead group toward stated goals.
- » We assume adequate responsibility for group tasks — not leading others, but not detracting either.



**We personally do not meet the performance standards or commitment expectations, and/or prevent others from meeting the standards/expectations.**

- » We demonstrate poor teamwork and inability to work with others.
- » We demonstrate inability to organize and lead group toward stated goals.
- » We assume no responsibility for group tasks, and detracts from the group's ability to function adequately.

## LEADER-TO-DETRACTOR CONTINUUM REFLECTION

Reflect on examples of Detractor/Participant/Leader actions:



We demonstrate personal commitment, mastery, and focus on the shared goals, and encourage others by our words and actions to do the same.

*This looks like:*



We carry out our personal responsibilities, but do not demonstrate collective responsibility for the shared goals or collective good.

*This looks like:*



We personally do not meet the performance standards or commitment expectations, and/or prevent others from meeting the standards/expectations.

*This looks like:*

## LEADER-TO-DETRACTOR CONTINUUM REFLECTION

Reflect on examples of Detractor/Participant/Leader actions:



We demonstrate personal commitment, mastery, and focus on the shared goals, and encourage others by our words and actions to do the same.

*I was a leader when I ...*



We carry out our personal responsibilities, but do not demonstrate collective responsibility for the shared goals or collective good.

*I was a participant when I ...*



We personally do not meet the performance standards or commitment expectations, and/or prevent others from meeting the standards/expectations.

*I was a detractor when I ...*

To become a better leader, I will work on the following ...

In sport:

In my education:

Other (community, family, etc.):



The TIP Team Culture Practices are designed and delivered in partnership by:



Excellence with Integrity™  
INSTITUTE

[www.ewii.org](http://www.ewii.org)



[www.drake.edu/raycenter/](http://www.drake.edu/raycenter/)

For more information, contact The Robert D. and Billie Ray Center  
at 515-271-1910 or [raycenter@drake.edu](mailto:raycenter@drake.edu).

The TIP with Excellence and Integrity culture shaping resources were initially developed as part  
of the strategic plan of the NCAA Women's Basketball.



The Women's Basketball Coaches Association (WBCA) is pleased to provide implementation  
and support strategies for the TIP Team Culture resources.

Please visit the WBCA website to learn more.

**FEATURING**



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**TOOLS & ASSESSMENTS**