The Team Member's Pledge

By A. J. Schuler, Psy. D.

How to Use This "PLEDGE:"

It's very simple. Just get together with some of your coworkers and agree that each of you will sign a copy. Keep the signed copies in a centralized location, and keep a copy for yourselves. Don't wait for the boss to approve it. Don't wait to get everyone in the organization to agree. Let the movement of taking the PLEDGE gain steam one person at a time! You may reprint this PLEDGE as many times as you like, but the copyright and contact information at the bottom of this page MUST BE INCLUDED.

P is for "People"

People come in all different shapes, sizes and colors. They come from different religious perspectives, political affiliations and lifestyles. I pledge to regard my fellow team members based on how they contribute to our mission here and how they treat and respect others. I recognize that any personal disagreements I may have about another person's opinions, backgrounds or life choices are irrelevant to the workplace. In order to merit respect, I will respect the freedom and various backgrounds of others here at work.

L is for "Laughter"

Laughter is necessary for all human life and growth, but not all laughter is the same. Some laughter tears people down. Other laughter builds people up, cements common experiences and contributes to a positive team spirit. I pledge that I will promote the right kind of laughter, in public and in private, to help build our team community. I may not be the funniest person, or always be in the best mood, but I'll do what I can to promote and sustain a loose, fun team environment.

E is for "Effort"

I have a responsibility to pull my weight and to do my work well. I'll do my best to meet all of my deadlines and not let my team members down. I pledge to my teammates to make a steady, significant contribution, to make their work lives better and to help our organization accomplish its mission.

D is for "Direct Communication"

If I have anything at all sensitive to say to a person, I pledge to say it directly to that person, in private. I will avoid, to the best of my ability, negative gossip, and I will resist the formation of rival cliques or coalitions that destroy morale and productivity. I will also give my teammates direct compliments and say "thank you" whenever I can. I pledge to respect the confidentiality of private conversations.

G is for "Guidance"

I pledge to share information. When new people come on board, or when anyone needs a little help in mastering information or skills that I possess, I'll do what I can to help them learn. I pledge to support the growth and development of my teammates, just as I would like them to support my own growth and development.

E is for "Empathy"

I pledge that I will really work to understand my coworkers. That means I will make an effort to know how they think, what they need, what they want and what makes them happy. I pledge to walk a mile in their shoes before rushing to judgment or presenting areas of disagreement. To get that kind of consideration from others, I know I have to give it back, and of course . . . I know that I am far from perfect!

Signature: _____ Date: _____

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