

5 ways to focus on healthy progress among teammates

A competitive environment is crucial for a high-performing team. However, often the competitive spirit of a professional could be perceived negatively as an 'I-win-you-lose' mindset.

ET suggests how you can be competitive without spreading negativity among teammates.

- **Let it be About Winning**

Shed the mindset of stomping on others to win; instead commit to helping others win. 'Ask yourself: is it about competing or winning?... Focus on winning. Winning comes across to others as positive and inspirational,' says Sarah Walton, HR director at Diageo India.

Agrees VK Madhav Mohan, corporate mentor and leadership expert: 'Get out of the zero-sum mindset which makes you always behave in an 'I win, you lose' manner. If you do that you'll win the battle but lose the war!'

- **Be a Team Player**

To make the competition healthy and positive, it is crucial to network, share and stay connected to rest of the team.

'There is now a great interdependency of ideas, competence and encouragement. We need to leverage this to achieve our own potential... Master the powerful ability to delegate,' says Mohan.

- **Don't Run Down Competitors**

Denigrating others in their absence or to their subordinates will erode your credibility. 'The listener will pretend to agree while thinking, 'This is probably what he will say about me too, so I can't trust him',' says Mohan.

- **Stay Humble**

Take pride in your achievements, but at the same time be humble. 'Rather than promoting yourself, share best practices and learnings with others. Your colleagues will appreciate it and celebrate your success,' says Walton.

- **Never Question Competence**

When someone in your team goofs up, avoid an immediate emotional outburst questioning his or her competence.

'Doing that is like a teacher berating a student... This will only shake the person's confidence and self-belief,' says Mohan.

Also, never cast aspersions on a person's integrity because that is one of the surest ways to create an enemy or lose a supporter.