

Team

Workbook

inspero



2026

Becoming an Above Average Team Member

dailyqci



Being an Above Average Team Member isn't about perfection, personality, or position. It's about actions. It's about how you choose to show up; especially in the small, unglamorous, easily overlooked moments that make up most of your work and life.

This workbook is a companion to your growth.
Each principle you'll explore is **simple**, but not easy.
Clear, but not automatic.
Universal, but deeply personal.

Your job isn't to master all of them at once.
Your job is to reflect honestly, experiment courageously, and practice consistently.

Use these pages to slow down, look inward, and ask yourself better questions.
Grab a notebook and let's get started...

Above average isn't a title — it's a daily choice.

01

Start Here

01

Abandon Your Ego at the Door

Explainer:

Ego wants to protect, perform, and prove. But teams don't thrive on ego — they thrive on contribution, curiosity, and shared success. When you set your ego aside, you create space for better ideas, stronger collaboration, and more meaningful progress.

Reflection Prompt:

Where has your ego shown up recently — in defensiveness, in needing to be right, or in seeking credit? What would the situation have looked like if you had shown up to build instead of to win?

02

Walk Your Talk, Even When No One's Looking

Explainer:

Integrity isn't a public act — it's a private practice. The standards you hold yourself to when the room is empty shape the trust you earn when the room is full. Walking your talk is less about perfection and more about alignment between who you say you are and what you consistently do.

Reflection Prompt:

Think of a moment when your private actions didn't fully match your stated values or intentions. What created the gap, and what small shift would bring you into better alignment next time?

03 Stay Relentlessly Curious

Explainer:

Curiosity keeps teams adaptable, humble, and innovative. It interrupts assumptions, opens new pathways, and prevents stagnation. When you stay curious, you trade certainty for discovery — and that shift changes everything.

Reflection Prompt:

Where have you recently defaulted to assumptions instead of questions? What might have changed if you had stayed open, asked one more question, or explored one more angle?

04 Communicate Clearly, Listen Fiercely

Explainer:

Clarity reduces friction. Listening reduces misunderstanding. Together, they create alignment. Clear communication isn't about saying more — it's about saying what matters. Fierce listening isn't about waiting your turn — it's about understanding before responding.

Reflection Prompt:

Think of a recent conversation that felt harder than it needed to be. What part of your communication could have been clearer, or where could you have listened with more intention?

05 Default to Generosity, Not Just Optimism

Explainer:

Optimism hopes things will go well. Generosity assumes the best in others even when things don't. It's a mindset that builds trust, reduces unnecessary conflict, and strengthens relationships.

Reflection Prompt:

Recall a moment when you interpreted someone's actions negatively. What would a generous interpretation have looked like, and how might it have changed the interaction?

06 Deliver Small Wins, Daily

Explainer:

Progress isn't built in leaps, it's built in layers. Small wins compound into momentum, confidence, and clarity. When you deliver something meaningful each day, you become a force that moves the team forward.

Reflection Prompt:

What small, consistent action could you take each day that would meaningfully improve your work, your team, or your own sense of progress?

07 Speak Up When It's Risky but Right

Explainer:

Courageous voices shape healthy teams. Speaking up isn't about volume, it's about values. When something matters, silence becomes complicity. Your willingness to speak truth with respect strengthens the entire system.

Reflection Prompt:

Think of a moment when you stayed quiet even though you felt something needed to be said. What held you back, and what would "courage with care" look like next time?

08 Self-Correct Without Self-Destructing

Explainer:

Growth requires adjustment, not punishment. Above average team members own their missteps without spiraling into shame. They correct course quickly, cleanly, and constructively, and move forward stronger.

Reflection Prompt:

Where do you tend to overreact to your own mistakes? What would a healthier, more productive self-correction look like for you?

09 Invite Feedback Like You Invite Friends

Explainer:

Feedback is fuel. It sharpens awareness, accelerates growth, and strengthens relationships. When you invite it openly, you signal confidence, humility, and a commitment to excellence.

Reflection Prompt:

What type of feedback do you avoid or resist? Why, and what might become possible if you welcomed it instead?

10 Contribute More Than You Consume

Explainer:

Teams thrive when people bring energy, ideas, effort, and solutions. Contribution is a mindset: “How can I help move this forward?” It transforms you from a passenger into a partner.

Reflection Prompt:

Where have you been consuming more than contributing lately? What’s one meaningful way you could add value this week?

11

Know the Mission, Live the Values

Explainer:

Alignment creates momentum. When you understand the mission and embody the values, your decisions become clearer, your actions become more consistent, and your impact becomes more intentional.

Reflection Prompt:

Which value or aspect of the mission resonates most with you — and where are you drifting from it in your daily behavior?

12

Stay Constructive in the Messy Middle

Explainer:

Every meaningful effort hits a messy middle; the point where clarity fades and frustration rises. Staying constructive means stabilizing the team, focusing on solutions, and refusing to let the mess dictate your mindset.

Reflection Prompt:

Where are you currently in a messy middle? What would staying constructive — not reactive — look like in that situation?

13 Use Humor and Humility to Keep Us Human

Explainer:

Humor lightens the load. Humility keeps perspective. Together, they create psychological safety and make teams more resilient. When you bring humanity into the work, the work becomes more human.

Reflection Prompt:

Where could you bring a little more levity or humility into your interactions? How might that shift the energy around you?

14 Be The One

Explainer:

Every team needs someone who shows up, follows through, and takes responsibility. Being “the one” means choosing reliability over convenience and ownership over excuses.

Reflection Prompt:

In what area of your work or life do you feel called to “be the one” right now? What’s the next action that would demonstrate it?

What might happen by being an Above Average Team Member:

Decrease in unnecessary drama:

93%

Increase in innovative ideas

89%

Increase in respect

280%

Impact of Above Average Team Members*



Timeline to Achievement



Your Above Average Shift

This month wasn't about learning new information — it was about becoming a different kind of contributor. A more intentional one. A more aligned one. A more constructive one. Before you close this workbook, take a moment to reflect on the identity you've been building.

1. What principle created the biggest shift for you? Why did it matter?
2. Where did you surprise yourself this month? What did you do that you didn't think you could?
3. Which principle challenged you the most? What did it reveal about your habits or patterns?
4. What's one behavior you want to carry forward intentionally?
5. Who are you becoming as a result of this work? Describe that version of you in a few sentences.



Website

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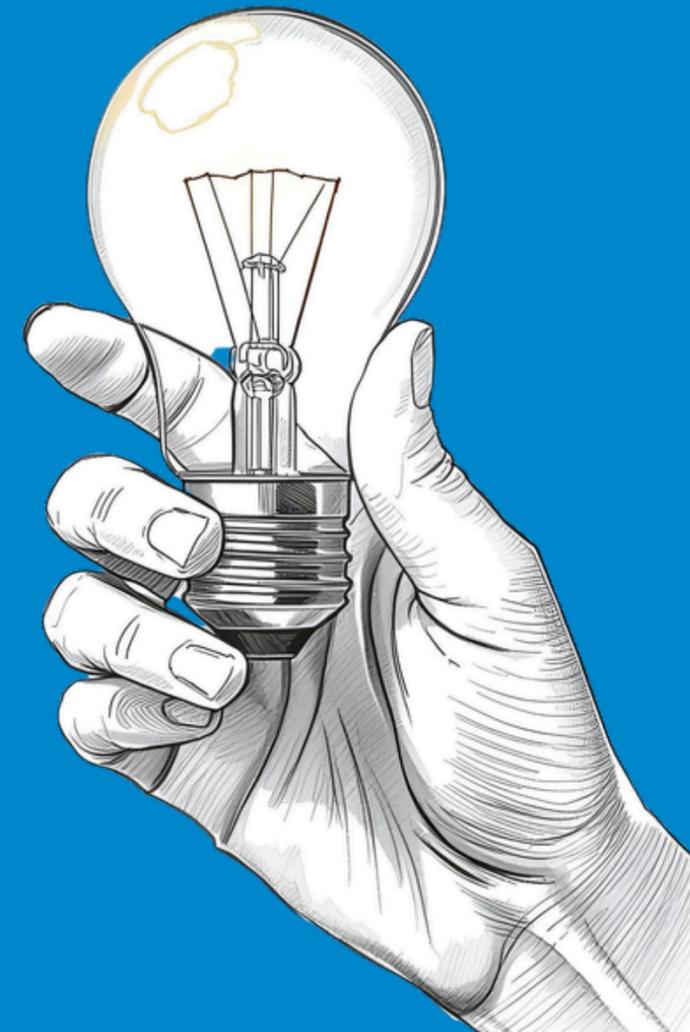
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Above average isn't a finish line;
it's a direction. You're already on
the path.

Keep going.





WEEKLY CHALLENGE SECTION

Four Weeks of Above Average Practice

Use these weekly challenges to reinforce the principles long after the workbook is complete. Each week focuses on one core posture that ties multiple principles together.



Week 1 — Alignment

Choose one principle each day and intentionally live it.

Examples: Walk Your Talk, Deliver Small Wins, Be The One.

Challenge:

At the end of each day, write one sentence describing how you aligned your actions with your values.

Week 2 — Curiosity

Shift from assumptions to questions.

Examples: Stay Relentlessly Curious, Invite Feedback, Communicate Clearly.

Challenge:

Ask at least one meaningful question in every meeting or interaction this week.

Week 3 — Contribution

Look for ways to add value without being asked.

Examples: Contribute More Than You Consume, Default to Generosity, Know the Mission.

Challenge:

Identify one small win you can deliver each day that moves the team forward.

Week 4 — Courage

Show up with steadiness and honesty, even when it's uncomfortable.

Examples: Speak Up When It's Risky but Right, Stay Constructive in the Messy Middle, Self-Correct Without Self-Destructing.

Challenge:

Choose one situation this week where you will act with courage and clarity instead of convenience.

THE ABOVE AVERAGE TEAM MEMBER

14 Principles That Elevate How You Show Up

1. Abandon Your Ego at the Door
Show up to build, not to win.

2. Walk Your Talk, Even When No One's Looking
Integrity is a private practice before it's a public reputation.

3. Stay Relentlessly Curious
Questions move teams forward; assumptions hold them back.

4. Communicate Clearly, Listen Fiercely
Clarity creates alignment; listening creates trust.

5. Default to Generosity, Not Just Optimism
Assume the best in others — it changes everything.

6. Deliver Small Wins, Daily
Momentum is built in inches, not miles.

7. Speak Up When It's Risky but Right
Courage is a contribution, not a performance.

8. Self-Correct Without Self-Destructing
Adjust quickly, learn deeply, move forward cleanly.

9. Invite Feedback Like You Invite Friends
Feedback is fuel — welcome it.

10. Contribute More Than You Consume
Be a force that moves the team forward.

11. Know the Mission, Live the Values
Alignment beats intention every time.

12. Stay Constructive in the Messy Middle
Stability is leadership when things get unclear.

13. Use Humor and Humility to Keep Us Human
Levity and perspective make teams resilient.

14. Be The One
Show up. Follow through. Be reliable.



Above Average is a daily choice.

