

## The Contributor Decision



Choosing to bring your best to the situation you're in is making the choice to give of yourself. It's selflessness in action, knowing you're a part of something bigger than you. For many, this decision is the act of determining you won't compromise your values—that you will be true to yourself and live authentically. This is when you resolve to be who you know you are, where you put your whole heart into the matter at hand.

There's no doubt that when the team has quality strategies, plans, and processes, team members are more apt to make the Contributor Decision. It's also equally true that a team can have quality strategies, plans, and processes and team members still don't bring their best. What have you experienced with your team?

Those we've observed who make the Contributor Decision more consistently than others, and who we have subsequently interviewed, report feeling a sense of freedom for having made the decision. They say they are less likely to let the circumstances or others determine their actions. By letting go of what others think they should do or think is best for them, they are more effective at making decisions for themselves that are aligned with their values.

**This decision to bring your best often has a transformative effect, because as humans we function in systems that increasingly connect all of us.** In this regard, by making the decision, the energy you exert in your behaviors has a ripple effect. As others experience your better you, they are often inspired to do the same. And the ripple often becomes a wave of energy across the team. This means that each time you make the Contributor Decision, you are likely being a better teammate (or mother, father, husband, wife, friend, and so on). Your contribution to the team's ability to do big things increases, as does personal fulfillment.

Here are some examples of the Contributor Decision in action:

- Instead of staying quiet about my concern about our plan, I'm going to share my perspective.
- I'm going home now and leaving my laptop in the office.
- In the project review meeting, instead of endlessly focusing on where we're failing, I'm going to celebrate and acknowledge this team for their diligent work.

We often hear from those teams we serve that this decision is easy to make, because it's a choice they recognize they've made before—or missed before. What's insightful for all is how profound the outcomes are as the decision is more consistently demonstrated. The power comes in developing the self-awareness and the skill to make the conscious decision to contribute more fully and more often.

(Excerpt from [\*Do Big Things: The Simple Steps Teams Can Take to Mobilize Hearts and Minds, and Make an Epic Impact\*](#); Wiley, 2017)