

ULTIMATE TEAMMATE

ACTIVATION:
GAP-FILLER GAME PLAN

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Think of this exercise as a clarity exercise. The best teammates look up and around and make moves toward what is needed.

1. **Identify the gaps:** Gaps aren't always dramatic, and they certainly won't close themselves.

- **Where do I see a hole in my team (work, family, community)?**

- **What keeps falling through the cracks?**

- **Who on my team is stretched too thin?**

- **In what situations do I keep thinking Someone should really do something about that, and that someone could be me?**

2. **Choose how I'll step in:** See the gap. Don't stall or wait for permission. Gap-fillers don't wait.

- **What's one action I can take to support without being asked?**

- **How can I step in in a way that matches my strengths?**

3. **Pay it forward:** The deepest contribution you can make isn't just stepping up; it's modeling and normalizing the behavior so others can also see it as their responsibility.

- **How can I create a culture of stepping up for others?**

- **How do I make stepping up feel safe—not heroic or exhausting, but natural and shared?**

- **What story can I tell that shows others what gap-filling looks like in practice?**

Ultimate teammates—the ones who see the gaps, fill them without fanfare, and change lives in the process—are truly the unsung heroes.