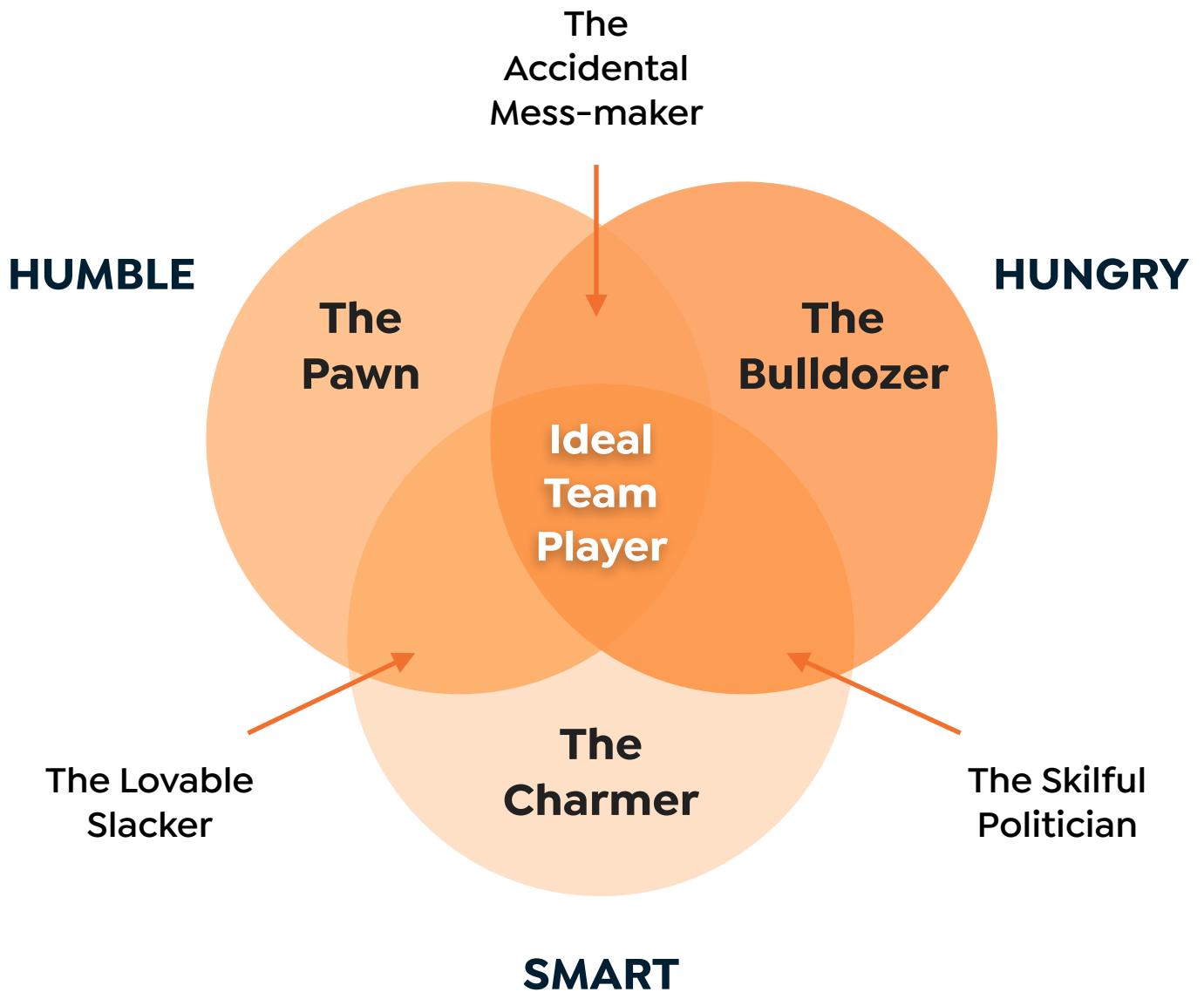


The Ideal Team Player



(Inspiration from 'The Ideal Team Player' by Patrick Lencioni)

HUNGER

People that are hungry are workaholics, but not simply for the sake of working. Hungry individuals are highly motivated, have a clear vision, and go above and beyond in accomplishing what needs to be done (and more) in making that vision a reality. People that are hungry don't need to be told to do something because they actively seek out problems and solve them.

Individuals that lack hunger aren't simply lazy. In fact, people that lack hunger can often accomplish tasks reasonably. The primary characteristic of those that lack hunger is a lack of passion and inability to see the big picture. These individuals might get work done when told, but rarely if ever seek out problems on their own and are the kind to quit when the going gets tough.

SMARTS

Being smart is the most misunderstood of the three characteristics. "Smarts", in the context of the ideal team player, refers to "People-Smarts". Smart people pick up on social cues that others don't, more easily empathise with others, and are more capable of understanding the needs of others and acting accordingly. Smart individuals build stronger relationships with teammates because they understand intricacies in conversation that "less-smart" individuals do not. Generally speaking, smart people are a pleasure to be around and are well liked by their peers.

Those that aren't smart tend to be awkward and/or destructive in building relationships. These individuals have more difficulty communicating with others and they generally have trouble understanding the needs of others and acting accordingly. Ultimately, these team players tend to cause personal people-problems at the office due to their general inability to pick up on the repercussions of their behaviour.

HUMILITY

The third – and arguably most important – of the three characteristics is obvious yet critical. Humble people build their team members up by sharing in successes and taking responsibility when appropriate for failures. Having humility means lacking an excessive ego and not concerning oneself with status, and humble individuals are quick to praise and slow to seek praise. Success is collective.

Lacking humility, on the contrary, means broadcasting personal achievements and downplaying the contributions of others. Those that are not humble tend to take on responsibilities with the primary purpose of boosting their own self esteem, and they lack an awareness of the efforts of their team. It can be especially dangerous when an individual lacks humility and acts on personal greed while putting on a facade of caring about the team's success.