

The Ideal Team Player

Working with people is an ever changing and ever more complicated endeavour. We try to understand people and their responses before we hire them, then when we get to know them we try to understand them even more. We provide responses to different personalities to accommodate who people are, but at the same time consistent and equal treatment can be very difficult to accomplish. Some of the best things we can do is understand more about people, more of what drives them, and identify what the best qualities are to encourage and draw out. Understanding the best qualities for team members can really give a competitive edge for organizational health and missional success.

Patrick Lencioni put a stellar effort into understanding the best qualities to look for and to develop in team members and his research indicates that Ideal Team Players are in possession of several virtues that make them positive team contributors. Each of these virtues must be found in healthy proportion.

Hungry

Driven to accomplish and achieve

Smart

In possession of people smarts and emotional intelligence

Humble

Having a proper understanding and healthy view of who they are and what they contribute

People that are hungry are driven to get the job done so hating about and slacking aren't really a problem. They will work hard but not to the exclusion of all else. They are not the team members that let their teammates down, they are a positive contributor to team success.

People smart team members have insight into the emotional and social health of those they work with. Knowing when tough conversations are appropriate and when they are not. They also can navigate the appropriate ways to address others, with respect currency that resonates with other team members.

Humble people know what they bring to the team. Too often, we think of humble people as those that think less of themselves, however appropriate humility is found when someone understands, with confidence, what they bring to the table, and the things which they lack, or need from others in order have a full rounded team.

Quickly broken down when these items are out of balance they create **The Pawn** – too much humble; **The Bulldozer** – too much Hungry; **The Charmer** – too Smart; **The Accidental Mess Maker** - too humble and too hungry; **The Skillful Politician** - too Smart and too Hungry; **The Lovable Slacker** - too Humble and too Smart.

(Credit to Patrick Lencioni, The Ideal Team Player, Jossey-Bass, 2016)