The Three Indispensable Virtues of the Ideal Team Player

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Objectives

• Define the three virtues of the ideal team player
• Describe the different categories of ideal team players
• Assess how you embody the three virtues of the ideal team player using the ideal team player assessment
• Describe potential issues accurately identifying people
Your Position on Teams

“Before I begin, I’d just like to make it known that I didn’t volunteer to do this presentation.”
**aptitude**

/ˈaptaˌt(y)oʊd/

*noun*

1. a natural ability to do something.
   "he had a remarkable aptitude for learning words"

2. *archaic*
suitability or fitness.
   "aptitude of expression"

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a settled way of thinking or feeling about someone or something, typically one that is reflected in a person's behavior.
"she took a tough attitude toward other people's indulgences"

*synonyms*: view, viewpoint, outlook, perspective, stance, standpoint, position, inclination, temper, orientation, approach, reaction;  More
Patrick Lencioni

*The Five Dysfunctions of a Team*

*The Ideal Team Player*

New York Times Best-Seller

National Best-Seller

Patrick Lencioni

Author of The Advantage

Best-Selling Author of The Five Dysfunctions of a Team
Focus

Team

Person
The Ideal Team Player Model

- **HUMBLE**
  - Self-Motivated
  - Passionate
  - Diligent

- **HUNGRY**
  - Lack Ego
  - Share Credit
  - Emphasize Team

- **Interpersonally Appropriate**
  - Interpersonally Aware
  - People Smart
HUNGRY
Going above and beyond
Internally driven
Self starter
Seeking More
Striving for excellence
Improvement
Not satisfied
Passionate
Change agent
Innovative
Creative
Steve Jobs
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HUMBLE
Lack ego
Team Focused
Praises team
Listener
Shares
Self aware
Silent yet strong
Confident
Pitches in
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**SMART**
Relationships
Group Dynamics
Strong people skills
Self aware
Self regulator
Motivates others
Thoughtful
Patient
Gets people invested
Steve Jobs
# SELF-ASSESSMENT

**Instructions:** Take this assessment to evaluate yourself relative to the three virtues of an ideal team player. Respond as honestly as possible, as this will allow you to most accurately identify any areas of development that you may have.

Use the scale below to indicate how each statement applies to how you think your teammates may see you and your actions on the team. Choose the rating response number that best applies to each statement and record it in the box to the right of the statement. Then total your scores for each of the three virtues.

**Rating Scale:** 3 = Usually 2 = Sometimes 1 = Rarely

<table>
<thead>
<tr>
<th>Name/Company</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HUMBLE</strong></td>
<td><strong>MY TEAMMATES WOULD SAY:</strong></td>
</tr>
<tr>
<td>1. I compliment or praise them without hesitation.</td>
<td></td>
</tr>
<tr>
<td>2. I easily admit to my mistakes.</td>
<td></td>
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<tr>
<td>3. I am willing to take on lower-level work for the good of the team.</td>
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<td>4. I gladly share credit for team accomplishments.</td>
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<td>5. I readily acknowledge my weaknesses.</td>
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<tr>
<td>6. I offer and accept apologies graciously.</td>
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<tr>
<td><strong>TOTAL HUMILITY SCORE</strong></td>
<td></td>
</tr>
<tr>
<td><strong>HUNGRY</strong></td>
<td><strong>MY TEAMMATES WOULD SAY:</strong></td>
</tr>
<tr>
<td>7. I do more than what is required in my own job.</td>
<td></td>
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<tr>
<td>8. I have passion for the “mission” of the team.</td>
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<tr>
<td>9. I feel a sense of personal responsibility for the overall success of the team.</td>
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<tr>
<td>10. I am willing to contribute to and think about work outside of office hours.</td>
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<tr>
<td>11. I am willing to take on tedious or challenging tasks whenever necessary.</td>
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<tr>
<td>12. I look for opportunities to contribute outside of my area of responsibility.</td>
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</tr>
<tr>
<td><strong>TOTAL HUNGER SCORE</strong></td>
<td></td>
</tr>
<tr>
<td><strong>SMART</strong></td>
<td><strong>MY TEAMMATES WOULD SAY:</strong></td>
</tr>
<tr>
<td>13. I generally understand what others are feeling during meetings and conversations.</td>
<td></td>
</tr>
<tr>
<td>14. I show empathy to others on the team.</td>
<td></td>
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<tr>
<td>15. I demonstrate an interest in the lives of my teammates.</td>
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<tr>
<td>16. I am an attentive listener.</td>
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<tr>
<td>17. I am aware of how my words and actions impact others on the team.</td>
<td></td>
</tr>
<tr>
<td>18. I adjust my behavior and style to fit the nature of a conversation or relationship.</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL SMART SCORE</strong></td>
<td></td>
</tr>
</tbody>
</table>
Self Assessment

Scoring

• 17-18 in any virtue
  • Potential strength
• 16-14
  • Some work to do
• ≤ 13
  • Need improvement

Categories

• 0/3
• 1/3
• 2/3
• 3/3
0 of 3 Virtues: Those who Lack all Virtues

No hope for you!
1 of 3 Virtues

- Lack 2 virtues in a big way
  - PAWN
  - BULLDOZER
  - CHARMER
2 of 3 Virtues

- Lack 1 virtue
  - Accidental Mess-maker
  - The Skillful Politician
  - The Lovable Slacker
3 of 3 Virtues: The Ideal Team Player

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A Lencioni WARNING

- Accurate Identification is not easy
- Incorrectly labeling people is damaging
- Do not call people Lovable Slackers

- Do use this for self reflection
- Think about this as you prepare for interviews
- Managers: be smart about how you use this with your team
Final Thought

John O’Donohue
(1956-2008)

To Bless The Space Between Us
Blessing: For A Leader
Questions