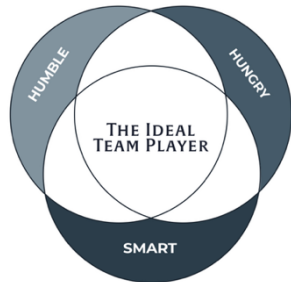


“Humility is not thinking less of yourself, it is thinking about yourself less.” (attributed to CS Lewis)



Three Necessary Core Values of an Ideal Team Player



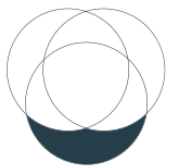
Humble

Ideal team players are **HUMBLE**. The most critical of the virtues, they lack excessive ego or concerns about status. Humble people are quick to point out the contributions of others and slow to seek attention for their own. They share credit, emphasize team over self and define success collectively rather than individually.



Hungry

Ideal team players are **HUNGRY**. Most develop this value early, they have strong work ethic and never do just bare minimum to get by. They are always looking for more things to learn, more responsibilities to take on, and more ways to do it better for the people around them. Hungry people almost never have to be pushed by someone else to work harder because they are self-motivated and diligent.



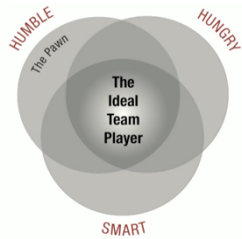
Smart

Ideal team players are **SMART**. Not IQ smart, rather, having common sense about people. Smart people tend to know what is happening in interpersonal situations and how to deal with others in the most effective way. They have good judgement and intuition around the subtleties of group dynamics and the impact of their both their words and actions.

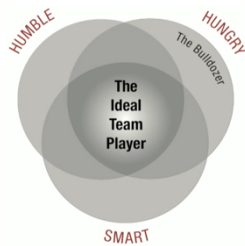
The Categories:

- **No one has the perfect balance of humble, hungry, and smart.**
Even the ideal team player will have greater skill in one trait over the others.
- **Trouble results when a team member lacks one of the 3 highlighted virtues in a significant way.**
Below are six examples of people lacking in one or more of the three characteristics.

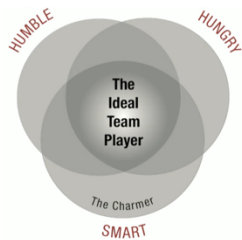
Possess 1 out of 3



The Pawn / Humble, but lacking Hunger and Smarts. They are easily manipulated and have little impact on the overall performance of a team. They are nice, unassuming people who don't have much drive to accomplish things and lack the social skills to build effective relationships with others on the team. Because they are nice and get along, pawns tend to get tolerated by teams for a good period of time.

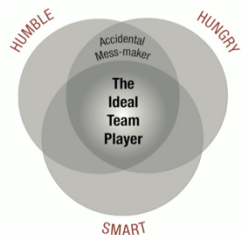


The Bulldozer / Hungry, but lacking Humility and Smarts. These people are highly driven, focused on their interests, and care little for how their actions and words affect others. They have great drive and can push the team forward, but they tend to break a lot of china along the way because they are not aware about other people's feelings. They are also "me" focused and may want to take advantage of the team for their own purposes.

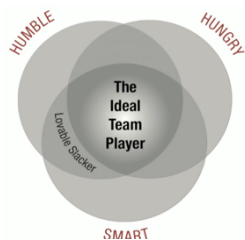


The Charmer / Smart, but lacking Humility and Hunger. They possess desirable social skills, but lack genuine concern or contribution for the long-term well-being of their team members. They like to put on a good show for the team but don't contribute much. They often communicate to people how good they are but don't really care for the team's success. Unfortunately, their entertaining style will keep them on the team even longer than the Pawn.

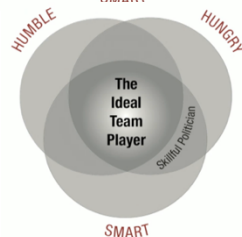
Possess 2 out of 3



Accidental Mess-Maker / Humble and Hungry, but not Smart. They care about the team and share credit for success, but lack social understanding. They are the "elephants in the china shop" that mean well and don't want any credit but lack the people skills to communicate effectively with other team members. Their words and actions can often lead to frustration with other team members. But, they do contribute and are respected by others because they have the work ethic to move the team forward.



Loveable Slacker / Humble and Smart, but not Hungry. These people genuinely care about their team members and have little interest in undeserved praise. However, they lack a significant drive to contribute in terms of their work. They have the humbleness and people skills to get on well with other team members but lack the drive to contribute to the team's goals. They often have other interests outside the team that are more important to them. Their friendly disposition often makes it hard for leaders to confront them on their lack of drive.



The Skillful Politician / Hungry and Smart, but not Humble. These people are cleverly ambitious and a committed worker, but only to the degree that he or she benefits personally. Their smarts often mask their absence of humility. They are the most dangerous people to have on a team because they are good at manipulating people to achieve their own objectives. They are hard-working but like to bask in the glory of what they have accomplished. Skillful Politicians need to be identified, called out and corrected... or moved off the team as quickly as possible.

TAKEAWAYS

- 🔑 Tools like ITP give us a _____ of common language to address growth.
 - Don't misuse these to label people. They are a tool.
- 🔑 Relationally Wise people grow towards _____ and _____ in all 3 Values to be an Ideal Team Player.
 - No one is perfect, we all have bad days (or weeks!). When we talk about someone's #3, we are talking about their least strength
- 🔑 Be a _____ and ask for input. Turn your colleagues, your small group, your family members into your coaches. (And want to be Relational Wise? Don't argue or disagree when they tell you the truth :-)
- **The day you know that the people around you love you enough to tell you when you're doing something you need to improve in, everything changes.**

Goal: Possess 3 out of 3

In Class Work

Good At (#1) _____

Your #2 _____

Struggle with Most (your #3) _____

Your #3

How do you know this?

As others share, do you have any insights?