

THE EXTRA POINT

BY JERRY ROBERTS



1165 In Search of the Ideal Team Player

We continue exploring the topic of core values today. Yesterday, we spoke about why it's important that every organization spends time in deciding what their collective fundamental values are. Today, we show an alternative way to do it. I'm Jerry Roberts, and that's coming next, on The Extra Point.

Every organization can benefit when everyone comes together, and together they decide what they believe in and what they stand for. Further, what they plan to do about it.

In yesterday's feature, I mentioned Patrick Lencioni, the CEO of a company known as The Table Group. Lencioni and his team are big players in the leadership development field, and Patrick has been a sought-after speaker for many years.

We've been fortunate to have Patrick be part of three leadership events, and I'm excited to say that he'll be one of the five big names we will have in this year's Live2Lead conference, coming in November.

When he decided his team needed to figure out their core values, they booked a meeting room and began to talk about who they are, what they want, and what they wanted to project to clients.

After much discussion, what emerged was not a long list of core values, it was three words. Not values exactly, and Lencioni termed them virtues.

Because Lencioni's group targeted companies that needed to perform well as teams, those three words had to each be a component of a successful team player. They began to talk about what it takes to be a team player, and those three words bubbled to the surface.

1. Humble

Lencioni called humility the most important of the three virtues of an ideal team player.

A humble employee cares more about the success of the team than if they personally get credit for his/her work. This follows the quote from President Harry Truman, that there's no limit to what can be accomplished when nobody cares who gets the credit.

On the other hand, credit hounds are dangerous to the overall team environment and morale.

2. Hungry

Lencioni said the ideal team player must have the desire to work hard and do whatever is needed to help the team succeed. In his opinion, hungry employees don't have to be pushed by a manager to give greater effort. Hungry people are self-motivated, taking on more responsibilities, and are always looking for new ways to contribute to the team.

3. Smart

The final virtue of the ideal team player is not about being intelligent, but instead how to intelligently deal with people. This gets us into another term, emotional intelligence. They know their own feelings as well as those of others, and they use good judgment and intuition to help them deal with people in the most effective way. This includes clients, vendors, and coworkers.

Humble, hungry, and smart. If you're trying to build a core of effective team players, write down these three words and remember them the next time you're looking to hire people.

That's the Extra Point. Be responsible and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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