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Leadership Insights to Provoke your Paradigm Shift

The Digest



SUMMARY (H.I.S)

Key Virtues as shared and for purposes of understanding and memorizing, I have highlighted them with an acronym HIS:

1. Humble.
2. Interpersonal (People Smart in the book)
3. Self-Drive (Hunger in the Book).

It's critical for an ideal team play to have the three virtues as a MUST; You can possess two and have some level of the third in order to ensure you operate at optimal productivity in the team.

Organization Leaders should also be keen to understand the type of virtues their team members possess in order to design coaching & mentoring work plan to develop the virtues that they are struggling at to ensure they fit into the team well and for the team to be at optimal High performance.

Organizations HRD team should also be keen when recruiting to various teams to understand the team dynamics, and which virtue is required in the teams they recruit; this will enable the team to have great addition that matches their dominant and weakest virtues and will support one another to develop in these areas they are lacking with the help of their team leader.

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The Ideal Team Player

How to Recognize and Cultivate The Three Essential Virtues

by Patrick Lencioni

Why an Ideal Team player? What are the issues in various teams today?

1. Lack of commitment: 2. Trust issues: 3. Fear of conflict: 4. Lack of accountability: 5. Not attentive and focused on goals/results.

Note the use of virtues not characteristics; Virtues are dynamic & needs effort to excel at everyday; Characteristics are more static, either you have them or not.

1. Humble

Has concern for others more than themselves; Not driven by ego regardless of his/her knowledge; Encourage vulnerability in the work place which brings trust; Share and give credit rather than take it;

2. Interpersonal (Smart)

Good with people skills; Are in full control of their common sense; Understand the dynamics of their groups and team politics in the office.

3. Self-Driven (Hungry)

Inmate drive to do more or do better; not pushed to do things, they are self-led; creative; understand what needs to change, improve and take action; Always looking for more work, ways to help others & learn.

***All these 3 must be there for an individual to be an ideal Team player.**

Humble with no Interpersonal & not self-driven and Hunger - **You are a Pawn** - a person manipulated and used by others; People like being around you, you are good to have around no one knows what you really have to offer.

So you are often overlooked and not included in key activities or assignments in the team.

Self-drive & lack humility & interpersonal- you are a **Knight**, very powerful and dangerous. You get the job done and get everyone else out of the way; this is a very unpleasant person and can really kill the team synergy and moral if not carefully managed.

Interpersonal & lack drive and humility- you are the **Bishop**; likeable, you understand team, the dynamics, represent issues; but, long term people realize you are just political.

Humble & driven & lack interpersonal-You do the work; have an appropriate focus on others but, you are not aware of the group dynamics, you step on people without noticing and leave a huge mess of team synergy.

Interpersonal & Humble; lack Drive- you are loved by everyone, team always want you around; enjoy working with you but; you wait to be told to do something, you can't take initiatives & long run it drains the team.

Driven & Interpersonal; lack Humility-these are the majority in organizations, very skillful, and political, knows what & when to say for their survival; manipulative, often get recognition even when it's a team effort; their destruction goes unnoticed because they actually produce results.