

The Ideal Team Player - The Categories

0 for 3

Deficient in all three, easy to spot, seldom selected for your teams and quickly deselected

1 for 3

Humble Only: The Pawn

Pleasant, kind-hearted people who don't really get things done and don't build effective relationships. They don't make waves, so can survive for a long time on teams that value harmony and don't demand performance.

Hungry Only: The Bulldozer

Determined to get things done, but focused on their own interests. Bulldozers don't have an understanding of how their behavior affects others and are quick destroyers of teams. They are easily identified and removed by leaders who value teamwork. In organizations that place a premium on production alone, bulldozers can thrive and do a lot of damage.

Smart Only: The Charmer

Entertaining and likeable, they have little interest in the long-term health of the team. Good social skills, but make little contribution and wear out their welcome quickly.

2 for 3

Humble and Hungry, but Not Smart: The Accidental Mess-Maker

Genuinely want to serve the team and not out for all the credit, but since they don't understand how they impact others, they create unintended drama. They are hard-working and want to help, but it gets problematic to have to address the problems they create. The least dangerous of anyone without all three as they respond well to feedback and have good intentions.

Humble and Smart, but Not Hungry: The Lovable Slacker

Not looking for attention and good at building relationships, they just meet minimum performance expectations. They don't have passion for the work or drive to go above and beyond. It's easy to keep them because their positive and likable, but they need significant motivation and management, making them a drag on team performance.

Hungry and Smart, but Not Humble: The Skillful Politician

The most dangerous of the 2-out-of-3 category, they are ambitious and hard-working, but only out for themselves. They're good at portraying themselves as humble because of their people skills, but demonstrate destructive behavior that is hard to identify immediately. They rise in companies that value individual performance over teamwork, and create a trail of destruction among their more humble colleagues.

3 for 3 – Humble, Hungry, Smart: The Ideal Team Player

They work with energy, passion and responsibility to the team, and willingly share or miss accolades. They build positive relationships and make teammates feel appreciated, understood and included.