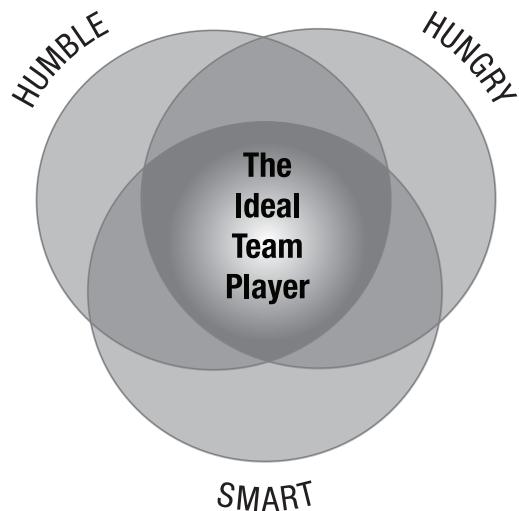


THE IDEAL TEAM PLAYER



Humble

Ideal team players are humble. 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

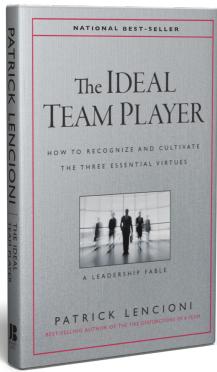
Ideal team players are hungry. They are always looking for more. More things to do. More to learn. More responsibility to take on. Hungry people almost never have to be pushed by a manager to work harder because they are self-motivated and diligent. They are constantly thinking about the next step and the next opportunity.

Smart

Ideal team players are smart. They have common sense about people. Smart people tend to know what is happening in a group situation and how to deal with others in the most effective way. They have good judgment and intuition around the subtleties of group dynamics and the impact of their words and actions.

Humble, Hungry and Smart—The Three Virtues Combined

What makes humble, hungry and smart powerful and unique is not the individual attributes themselves, but rather the required combination of all three. If even one is missing in a team member, teamwork becomes significantly more difficult, and sometimes not possible.

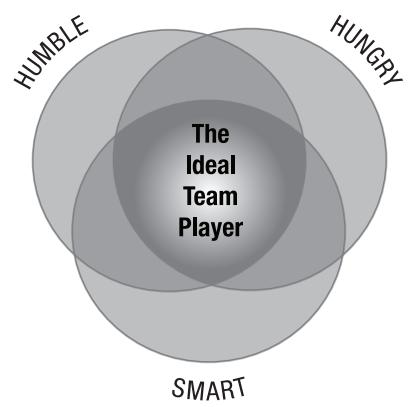


SELF-ASSESSMENT

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



Name _____	Score	
HUMBLE MY TEAMMATES WOULD SAY:	1. I compliment or praise them without hesitation.	
	2. I easily admit to my mistakes.	
	3. I am willing to take on lower-level work for the good of the team.	
	4. I gladly share credit for team accomplishments.	
	5. I readily acknowledge my weaknesses.	
	6. I offer and accept apologies graciously.	
	TOTAL HUMILITY SCORE	
HUNGRY MY TEAMMATES WOULD SAY:	7. I do more than what is required in my own job.	
	8. I have passion for the “mission” of the team.	
	9. I feel a sense of personal responsibility for the overall success of the team.	
	10. I am willing to contribute to and think about work outside of office hours.	
	11. I am willing to take on tedious or challenging tasks whenever necessary.	
	12. I look for opportunities to contribute outside of my area of responsibility.	
	TOTAL HUNGER SCORE	
SMART MY TEAMMATES WOULD SAY:	13. I generally understand what others are feeling during meetings and conversations.	
	14. I show empathy to others on the team.	
	15. I demonstrate an interest in the lives of my teammates.	
	16. I am an attentive listener.	
	17. I am aware of how my words and actions impact others on the team.	
	18. I adjust my behavior and style to fit the nature of a conversation or relationship.	
	TOTAL SMART SCORE	
SCORING		
<p>Remember, the purpose of this tool is to help you explore and assess how you embody the three virtues of an ideal team player. The standards for “ideal” are high. An ideal team player will have few of these statements answered with anything lower than a ‘3’ (usually) response.</p> <p>A total score of 18 or 17 (in any virtue) is an indication that the virtue is a potential strength.</p> <p>A total score of 16 to 14 (in any virtue) is an indication that you most likely have some work to do around that virtue to become an ideal team player.</p> <p>A total score of 13 or lower (in any virtue) is an indication that you need improvement around that virtue to become an ideal team player.</p> <p>Finally, keep in mind that while this tool is quantitative, the real value will be found in the qualitative, developmental conversations among team-members and their managers. Don’t focus on the numbers, but rather the concepts and the individual statements where you may have scored low.</p>		