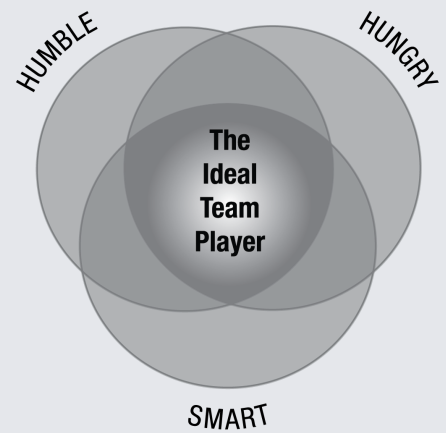


IDEAL TEAM PLAYER: SELF-ASSESSMENT REPORT

David Kennard

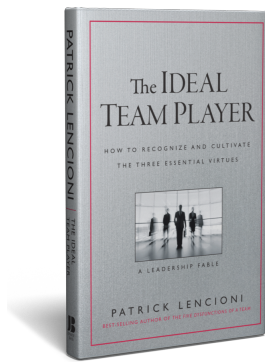
March 19, 2024



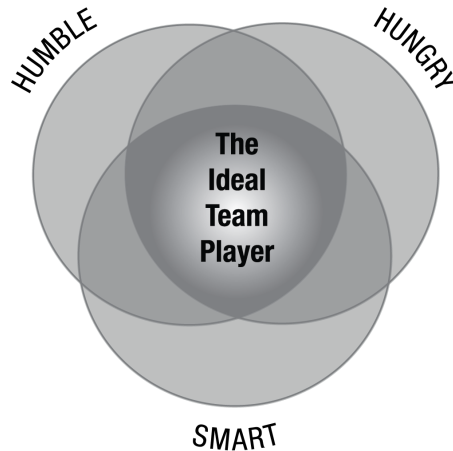
INTRODUCTION

The primary purpose of this report is to help you explore how you embody the three virtues of an ideal team player. If you have not yet read the book ***The Ideal Team Player***, the following pages are included to give you a summary of the model that this assessment is based upon. This will help you interpret your results.

If you are familiar with the concepts in the book, you can skip ahead to page 5, and investigate the interpretations of your scores.



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.

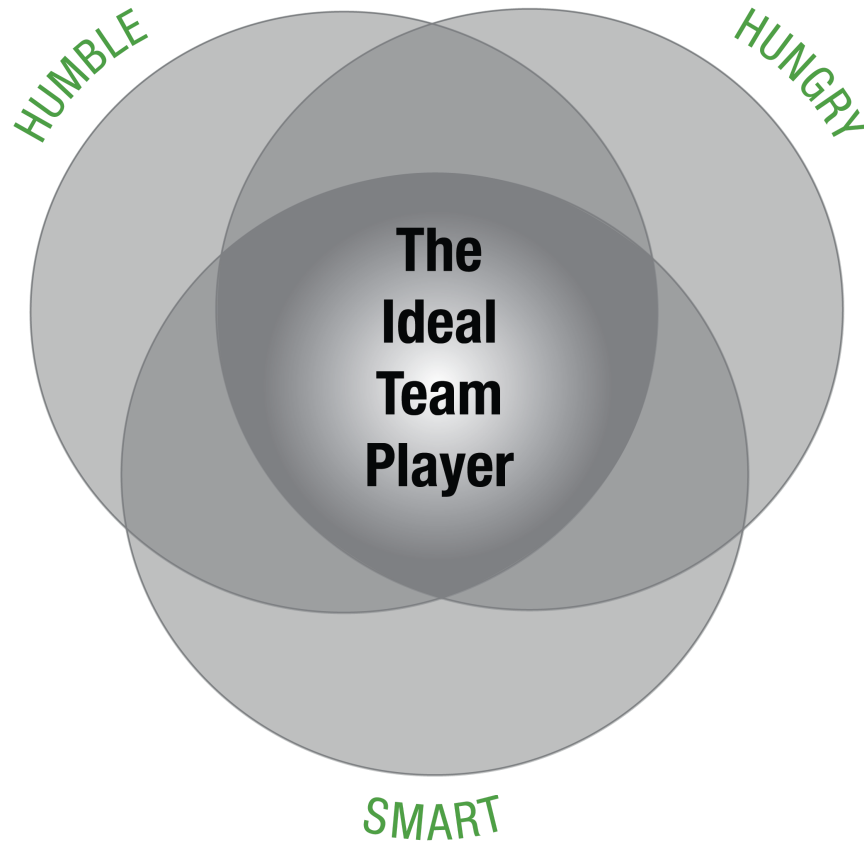
Humble, Hungry and Smart — The Three Virtues Combined

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.




Result Summary

Your Score : 18
High

Your Score : 17
High



Your Score : 18
High

-  High: A score of 18 or 17 is an indication that the virtue is a potential strength.
-  Medium: A score of 16 to 14 is an indication that you most likely have some work to do around that virtue to become an ideal team player.
-  Low: A score of 13 or lower is an indication that you need improvement around that virtue to become an ideal team player.

Ideal Team Player Assessment: Your Scores

Humble

My Teammates
would say:

I compliment or praise them without hesitation. **Response: Usually**

I easily admit to my mistakes. **Response: Usually**

I am willing to take on lower-level work for the good of the team. **Response: Usually**

I gladly share credit for team accomplishments. **Response: Usually**

I readily acknowledge my weaknesses. **Response: Usually**

I offer and accept apologies graciously. **Response: Usually**

Hungry

My Teammates
would say:

I do more than what is required in my own job. **Response: Usually**

I have passion for the "mission" of the team. **Response: Usually**

I feel a sense of personal responsibility for the overall success of the team. **Response: Usually**

I am willing to contribute to and think about work outside of office hours. **Response: Usually**

I am willing to take on tedious or challenging tasks whenever necessary. **Response: Usually**

I look for opportunities to contribute outside of my area of responsibility. **Response: Sometimes**

Smart

My Teammates
would say:

I generally understand what others are feeling during meetings and conversations. **Response: Usually**

I show empathy to others on the team. **Response: Usually**

I demonstrate an interest in the lives of my teammates. **Response: Usually**

I am an attentive listener. **Response: Usually**

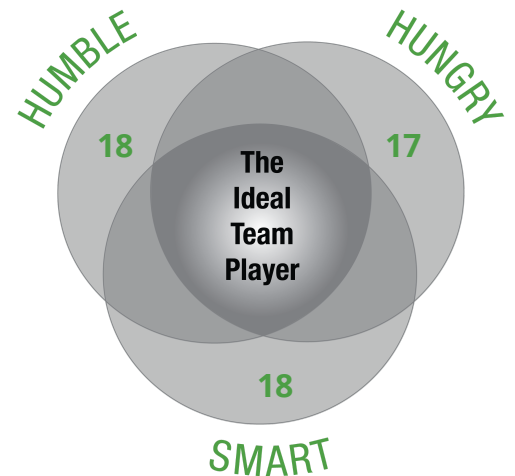
I am aware of how my words and actions impact others on the team. **Response: Usually**

I adjust my behavior and style to fit the nature of a conversation or relationship. **Response: Usually**

TIPS FOR DEVELOPING THE THREE VIRTUES

Use a personality instrument: (humble, hungry, smart)

A personality instrument (e.g. Myers-Briggs, DiSC® or Social Styles) will help you understand and identify your strengths and potential blind spots. With some personality profiles it is possible to predict which type or style might have a higher likelihood of having issues with humility, hunger or people smarts. Simply being aware of these natural tendencies can be the first step in developing and cultivating the virtue you are trying to foster.



Be vulnerable: (humble, hungry, smart)

Share the results of this assessment with your manager and/or colleagues. Sitting down with your manager or teammates to reveal and discuss your own relative weaknesses related to humble, hungry and smart is a powerful way to ensure behavioral change. Encourage your team to take the self-assessment and have each member report his or her development area to the rest of the team.

Set small personal goals: (humble, hungry, smart)

Take this opportunity to choose one or two things to do differently. Do you need to talk about yourself less? Do you need to show more interest in your work? Do you need to be more curious about others' opinions? For example, if hunger is your area of development, set small personal goals that motivate you and also support the effectiveness of the team. Think about the areas in your life where you have motivation and find a creative way to translate that to your everyday tasks. Make an internal commitment to be the first member on the team to submit a project or volunteer to take on a task that is outside of your area of responsibility. Sometimes small changes can make a big difference.

Seek out feedback: (humble, hungry, smart)

Ask your colleagues, your boss or an executive coach for assistance. Tell them what you are trying to improve on and ask for regular feedback. Be open to feedback and notice when you start to feel defensive. Try to recognize when members of your team seem frustrated or offended by your words or actions, don't avoid but engage. Make it a habit to debrief tough conversations or meetings.

Practice the virtue: (humble)

You can make progress and exercise humility by emulating the behaviors of people you know to be humble. By sincerely and intentionally making an effort to compliment others, admit your mistakes and weaknesses, and take an interest in colleagues, you can begin to apply the discipline of humility and develop this virtue. Practice thinking of others more than yourself. Make a concerted effort to recognize the unique contributions of each of your team members and verbalize it to them. Do something generous but remain anonymous. Purposefully remaining anonymous and not seeking credit for a contribution (time, resources, effort or otherwise) can help cultivate humility.

TIPS FOR DEVELOPING THE THREE VIRTUES *cont.*

Connect with motivated colleagues: (hungry)

The primary driver for hunger comes from being passionate and inspired by the purpose or mission of the team. Seek out motivated colleagues and have them describe their connection to the mission. You may get "infected" by your teammates' passion, and even if this doesn't happen, you may find a way to connect what you do and the impact it has on others. Ultimately, this connection will lead to a greater desire to perform for both yourself and the team.

Practice empathy: (smart)

Make a habit of taking an interest in your colleagues. Ask questions about them. Be curious about their opinions. Listen to others and try to see from their point of view. Additionally, seek out a trusted colleague to process through how you might approach a conversation. Give your teammates permission to give you real-time feedback about your communication and actions and how they affect the team.

For more information, read ***The Ideal Team Player: How to Recognize and Cultivate the Three Essential Virtues*** and visit www.tablegroup.com/product/ideal-team-player.

