



Cheat Sheet: What Makes a Great Team Player?

Inspired by Patrick Lencioni's '**The Ideal Team Player**'

Overview

Being a great team player is about more than skills or experience. Patrick Lencioni says the most effective team players embody three key virtues: **Humility, Hunger, and People-Smart**. When these qualities are present, teams collaborate better, conflict is handled constructively, and performance improves.

Use this cheat sheet to reflect on yourself and your team and identify areas for growth.

HUMBLE

What it looks like:

- Gives credit to others
- Open to feedback
- Doesn't seek the spotlight
- Willing to admit mistakes

Why it matters: Humble people keep egos in check and focus on team success, not personal glory. Teams work more collaboratively, and trust is built more easily.

Watch out for:

- Overly self-deprecating people who downplay their contributions
- Arrogant behaviour that disrupts team harmony

Reflection prompt: Do I acknowledge others' contributions and gracefully accept feedback?



HUNGRY

What it looks like:

- Self-motivated and driven
- Always looking for ways to contribute
- Goes the extra mile without being asked
- Eager to grow and improve

Why it matters: Hungry team players push themselves and the team forward. They take initiative and show dedication, which inspires others.

Watch out for:

- Burnout from taking on too much
- Overstepping roles or boundaries

Reflection prompt: Am I proactive in seeking opportunities to add value?

PEOPLE SMART

What it looks like:

- Reads social cues and adapts communication
- Aware of the impact on others
- Handles conflict sensitively
- Good at building relationships

Why it matters: Team players who are people-smart avoid unnecessary conflict and help maintain a positive team culture. They're not just friendly, they're emotionally intelligent.

Watch out for:

- Over-talking or dominating conversations
- Being overly agreeable to avoid conflict

Reflection prompt: Do I actively listen and respond in ways that build trust and connection?



✓ QUICK TEAM CHECKLIST

Tick the boxes that apply to each team member:

Team Member Humble Hungry People Smart

[Name]	☐	☐	☐
[Name]	☐	☐	☐
[Name]	☐	☐	☐
[Name]	☐	☐	☐

Tip: Gaps highlight where coaching, training, or team conversations might help.

🚀 NEXT STEP: BOOST YOUR TEAM DYNAMICS

Want to take this further? Take the free **Team Player Quiz** or book a consultation to explore how Everything DiSC can help your team grow.

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