



# HOW THE *IDEAL TEAM PLAYER* CAN HELP YOU OVERCOME THE FIVE DYSFUNCTIONS OF A TEAM

TEAMWORK IS THE ULTIMATE COMPETITIVE ADVANTAGE

**IDEAL TEAM PLAYERS** possess a combination of three essential virtues—humility, hunger and people smarts—that enable teamwork and make it more likely members can **overcome the five dysfunctions that derail teams**.

**HUMBLE** team members are able to be vulnerable, engage in honest conflict and hold others accountable. They define success collectively, commit to team goals and do not value status or ego.

**HUNGRY** team members are willing to engage in uncomfortable conflict and hold others accountable. They will go above and beyond to achieve results and are always contemplating the next step.

**SMART** team members understand group dynamics and can tactfully engage in productive conflict. They have good interpersonal skills and tend to understand how to deal with others in the most effective way.

