



**THE  
IDEAL TEAM  
PLAYER**

**KENTON KRAMER**

FRANKLIN ROAD CHRISTIAN SCHOOL

# VIRTUES OF THE IDEAL TEAM PLAYER

▶ **HUMBLE**

▶ **HUNGRY**

▶ **SMART**

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**And above all things have fervent charity among yourselves: for charity shall cover the multitude of sins. Use hospitality one to another without grudging. As every man hath received the gift, even so minister the same one to another, as good stewards of the manifold grace of God.**

**1 PETER 4:8-10**

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**And let us consider one another to provoke unto love and to good works: Not forsaking the assembling of ourselves together, as the manner of some is; but exhorting one another: and so much the more, as ye see the day approaching.**

**HEBREWS 10:24-25**

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**If the whole body were an eye, where were the hearing? If the whole were hearing, where were the smelling? But now hath God set the members every one of them in the body, as it hath pleased him.**

**1 CORINTHIANS 12:17-18**

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**Iron sharpeneth iron; so a man sharpeneth the countenance  
of his friend.**

**PROVERBS 27:17**

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**Two are better than one; because they have a good reward for their labour. For if they fall, the one will lift up his fellow: but woe to him that is alone when he falleth; for he hath not another to help him up.**

**ECCLESIASTES 4:9-10**

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# THE FIVE DYSFUNCTIONS OF A TEAM

## 1 ABSENCE OF TRUST

the fear of being vulnerable with team members prevents the building of trust within the team

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# THE FIVE DYSFUNCTIONS OF A TEAM

## 2 FEAR OF CONFLICT

the desire to preserve artificial harmony stifles the occurrence of productive, ideological conflict

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## 3 LACK OF COMMITMENT

the lack of clarity or buy-in prevents team members from making decisions they will stick to

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# THE FIVE DYSFUNCTIONS OF A TEAM

# 4

## AVOIDANCE OF ACCOUNTABILITY

the need to avoid interpersonal discomfort prevents team members from holding one another accountable for their behaviors and performance

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# THE FIVE DYSFUNCTIONS OF A TEAM

## 5 INATTENTION TO RESULTS

the pursuit of individual goals and personal status erodes the focus on collective success

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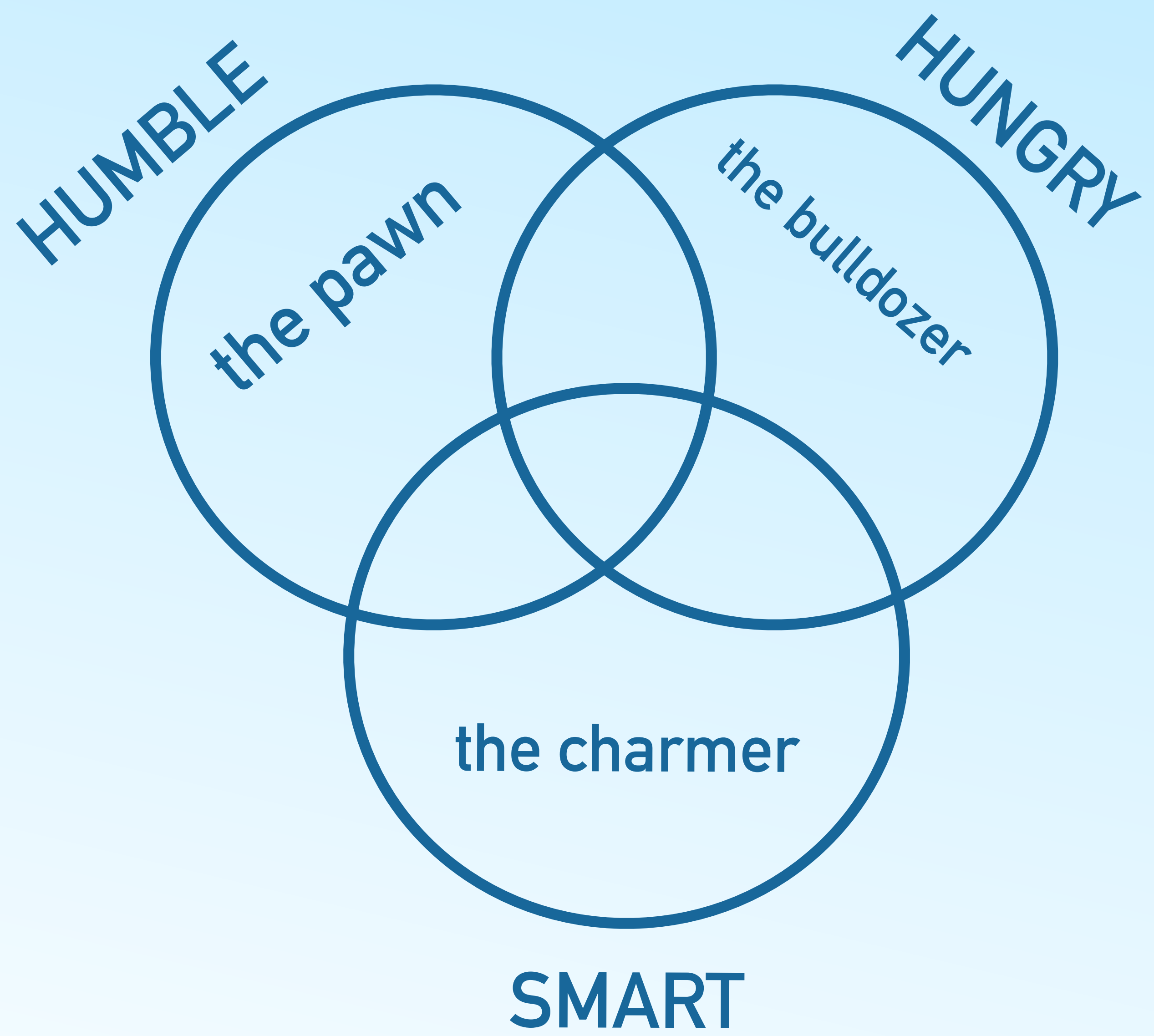
THE IDEAL TEAM PLAYER

# THE FIVE DYSFUNCTIONS OF A TEAM



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## THE IDEAL TEAM PLAYER



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**THE IDEAL TEAM PLAYER**

The Accidental Mess-Maker (AMM)

Humble and Hungry; Not Smart

The Lovable Slacker (LS)

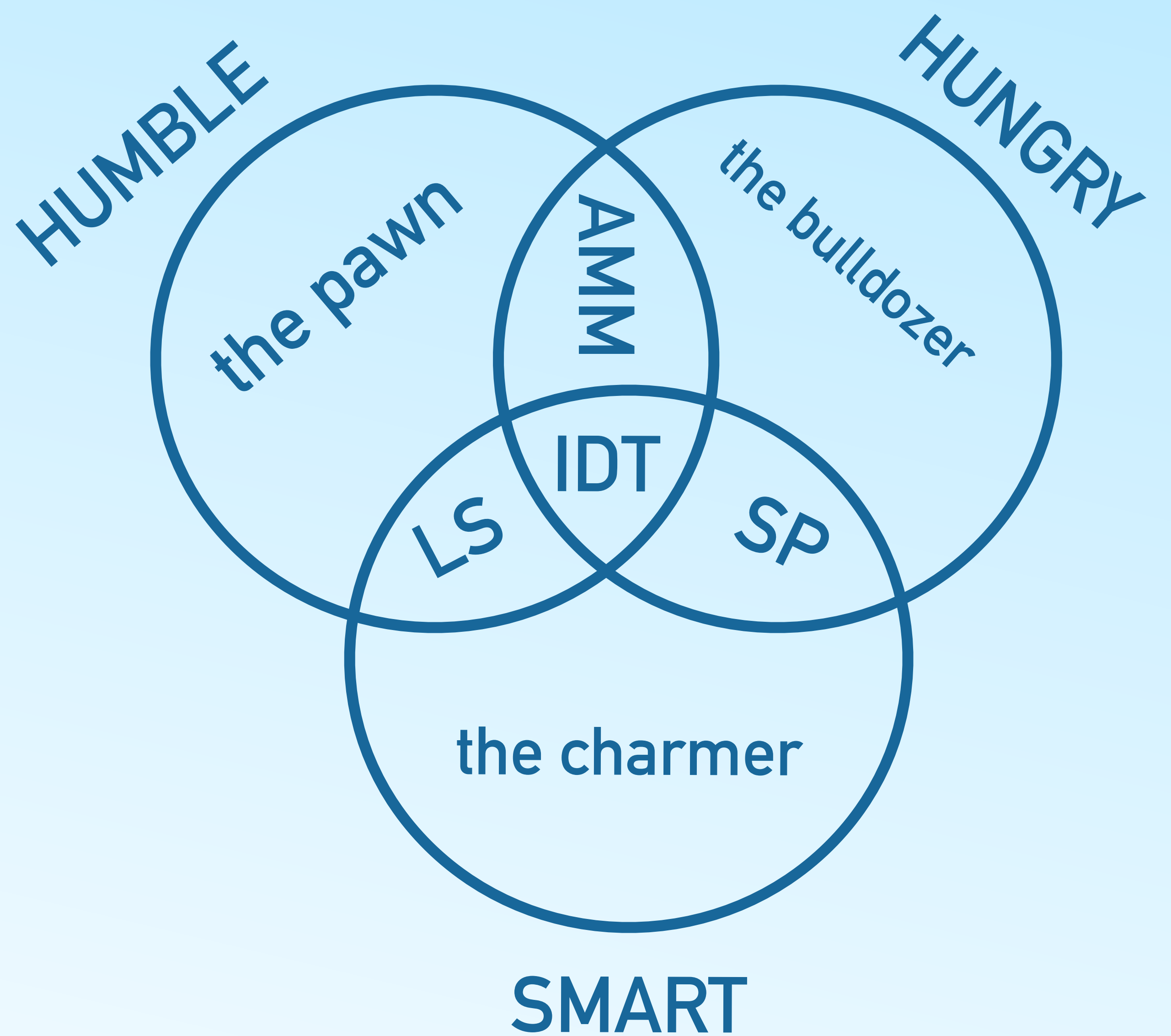
Humble and Smart; Not Hungry

The Skillful Politician (SP)

Hungry and Smart; Not Humble

The Ideal Team Player (IDT)

Humble, Hungry, and Smart



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# DEVELOPING HUMILITY

- ▶ IDENTIFY ROOT CAUSES
- ▶ EXPOSURE THERAPY
- ▶ LEADER MODELING

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# DEVELOPING HUNGER

- ▶ **PASSION FOR THE MISSION AND THE TEAM**
- ▶ **CLEAR EXPECTATIONS**
- ▶ **NOT-TOO-GENTLE REMINDERS**
- ▶ **ENCOURAGEMENT**
- ▶ **LEADER MODELING**

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# DEVELOPING SMART

- ▶ **BASIC TRAINING**
- ▶ **LEADER MODELING**

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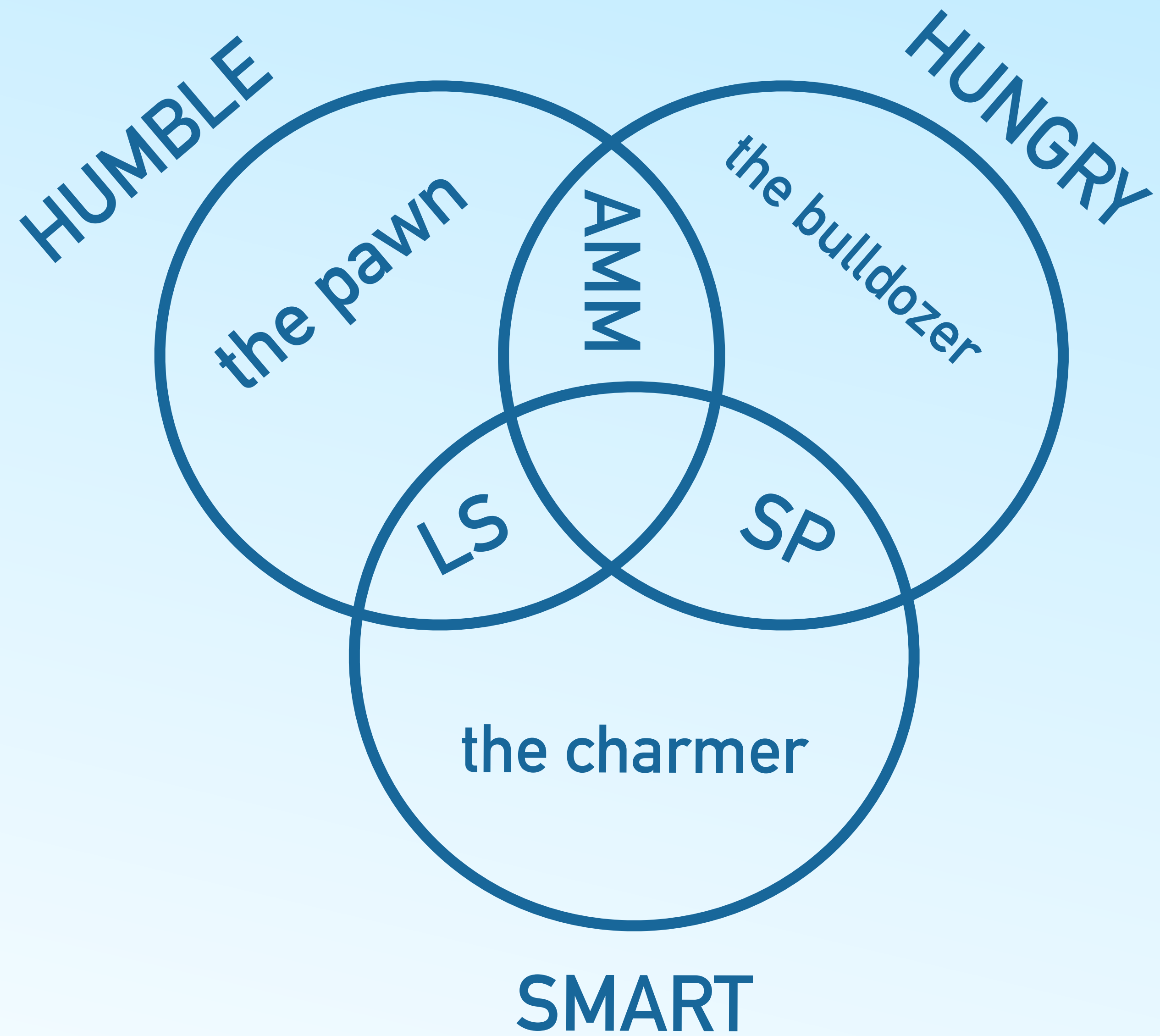
**THE IDEAL TEAM PLAYER**

# IMPLEMENTATION OF THE IDEAL TEAM PLAYER INTO AN ORGANIZATION'S CULTURE

- ▶ **BE EXPLICIT AND BOLD**
- ▶ **CATCH AND REVERE**
- ▶ **DETECT AND ADDRESS**

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