



Book Review

TITLE: The Ideal Team Player

AUTHOR: Patrick Lencioni

DATE: May 2022

PRE-READING

Why are you reading it? Was it a recommendation? What do you know about the topic? Flip through the book - is there anything that catches your eye?

I've read almost all of Patrick Lencioni's books, but somehow had never read this one so I ordered it to complete my collection. I love how his books tell a story but yet are still so tangible so I'm excited to read it.

A-HA MOMENTS

What a-ha moments did you have when reading?

- Trust building is often thought of as falling off chairs and being caught, but really, it's about getting people to admit they're making a mistake, debating without worrying about offending the other person and being vulnerable (p. 59-60)
- "We let the jackasses hire more jackasses." (p. 60) - Hiring the wrong people is a perpetual cycle
- The most miserable people in a company are the ones who don't fit the culture but whom we let stay

QUESTIONS

What questions do you have after reading that you want to investigate?

- Can I operationalize this model to help organizations?
- Can I create a way to evaluate people on these three traits and whether they exhibit 1, 2 or all 3

CONNECTIONS

Can you relate what you read to another book, talk, podcast, topic?

- Trust building requires vulnerability - The Five Dysfunctions of a Team
- Reference to Good to Great - Right people on the bus
- This model is so tied to The Five Dysfunctions - need the three traits to build a strong team

ACTIONABLE IDEAS

What are 2-3 actionable items that you can implement?

- Ask similar interview questions multiple times/ways to ensure answers are consistent.
- Ask people how others would describe them (they will be more honest)
- Interview question: "I really want to know what you'd like to change about yourself, or better yet, what your best friends would say you need to work on." (p. 181)
- Operationalize questions on pp. 188-189

POST-READ REFLECTIONS

Did you like this book? Are there other books by this author or on this topic that you might want to read? Would you recommend it to someone? Is there something from this book you want to learn more about?

As with his other books, this one has a very straight forward, easy to follow model and it makes sense. I love how he clearly presents it, along with tangible ways to implement it.