



“IT’S ALL ABOUT THE PEOPLE”

In 1989 Steven R. Covey wrote the book “The 7 Habits of Highly Effective People”. In this book Mr. Covey lays out seven habits with seven principles that leads someone to becoming a highly effective person. So, I ask the question in building a team; is it more important to have people that are highly effective or high performing? Effectiveness is an input, while performance is an output. Therefore, so do you believe that the means justifies the end or do you believe the ends justifies the means. Regardless of your believe, high-performance can be dependent on several factors and some of those factors are out of a person’s control.

You can coach, mentor and skill up effectiveness in a person, but the high-performance outcome can be dependent on several factors such as on other people, environment and not even in a person’s control. Over the course of my lifetime and career I have been a teammate, leader and coach whether in the workplace, on the field or on the court the most successful teams that I’ve been on had a greater number of highly effective people. The age-old question, what makes a person whether an employee, leader or athlete highly effective? I believe that you can find that answer in three domains of highly effective people; the heart, the intangibles and coachability. There are other valuable skills, talents, gifts and traits that makes a person highly effective, but I believe the three domains mentioned above are the key building blocks that make up a highly effective person.

“THE THREE KEY DOMAINS OF HIGHLY EFFECTIVE PEOPLE”

The Heart

- The love for people is way of life.
- Serving others first before self. Selfless not selfish.
- Building-up and encouraging others.
- Love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control (Galatians 5:22)



The Intangibles

- Emotional Intelligence is the ability to recognize, understand, manage, and use emotions – both your own and those of others – in a positive and constructive ways. It plays a key role in how people communicate, handle stress, navigate social situations, and make decisions.
- Driven to achieve goals, objectives and results without jeopardizing the love of family and people.
- Doing right by others overcomes the thought of having to be right.
- Collaboration with others to build teams, solve problems and resolve issues.

Coachability

- Love to learn and put learnings into practice.
- Listens to understand not to respond.
- Seeks wisdom to understand and shares with others.
- Ultimate team player and will always put the team first over self.

“I believe there are three key domains that makes up a highly effective person and they are the heart, the intangibles and coachability.”

Reflection

- How many highly effective people do you have on your team?
- How are developing your people in becoming highly effective?
- How do you currently select for highly effective people during the interview process?
- Do you consider highly effective people during the succession planning process? If so, how?

1 Corinthians 13:13

And now these three remain: faith, hope and love. But the greatest of these is love.