



TYPE THREE - THE ACHIEVER/PERFORMER

Energetic, Optimistic, Self-Assured, and Goal Oriented. Threes are optimistic and resilient; they dream big and inspire others to follow them. Threes have an ability to quickly read the room and identify the values, preferences, and expectations of the group and alter their appearance to please the crowd. Threes are success-oriented, image-conscious and wired for productivity. They are motivated by a need to be successful and to avoid failure. Threes are productivity machines. Since they focus all their attention on setting and accomplishing goals, they are incredibly valuable to have on any team.

However, Threes are typically in a constant competitive state, always searching for the recognition of success by others. This can remove the ability to be present in the moment making it difficult to maintain optimal performance levels. Threes can tend to run over teammates on the way to the goal line if not careful as they have little tolerance for perceived inefficiency or incompetence.

Here are tips for success in coaching and developing a Three to their full potential:

If your player is a Three:

- Threes want to win. Set clear performance targets and success measurements.
- Give them honest, but not unduly critical or judgmental, feedback.
- Do not allow Threes to cut corners for the sake of getting things done fast.
- Help them win in all types of situations so they can feel a sense of accomplishment.
- Remind them their identity and value will not ultimately be found in winning or losing.
- Threes can be intolerant of criticism, placing the blame elsewhere if failure occurs.
- They value product over process "How much did I produce?"
- Threes keep score.
- Threes expect others to work at the same rate and effort that they do, they have little tolerance for interruptions when focused on the task at hand.
- They tend to have selective attention to whatever is positive, tuning out the negative.
- Threes are able to recover quickly from setbacks and then charge ahead to the next challenge.

If your Coach is a Three

- They are consistent, dependable, and loyal. They expect their teams to be responsible and organized at all times.
- They have a need for continuous improvement; this is often measured by setting team goals and objectives.
- Threes have poor access to personal feelings. Emotions are suspended while the job gets done. Do not take it personally if it seems like they do not care when others are upset.