



Summary of A, B, and C players in a professional environment:

A-Players:

These people are powerhouses, they:

- Integrate work into their lives, while not neglecting their personal lives or balance
- Seek challenges and often complete projects above expectation
- Invent, create and innovate
- Respond reliably and accurately to questions
- Do their work to a high standard without being asked twice
- Not on the clock and not constantly working or at work, but always thinking and moving forward
- Encourage growth in your organization.
- Success will probably be driven by these people
- Admit they aren't always right and they don't have all the answers, but they are constantly turning towards solutions and embracing the work needed to solve key challenges with minimal to no oversight: they just get it done and their work quality and volume is stellar.

B-Players:

These people are, as well as A-players, accurate, on-point, reliable, consistent. They:

- Will get the job done right.
- They do the job you ask, and rarely go beyond that.
- Are unlikely to do more than their job description or after hours.
- If you ask you're likely to get pushback
- Can and do anticipate your needs, communicate well, and don't necessarily need a ton of oversight (but they do often need direction, or at least to be set out on a path).

Bottom line: these people are important for an organization to run well, though they may not be likely to seek out opportunities to grow it.

**C-Players:**

Work ranks at the bottom of a long list of important items to them and they are annoyed by pretty much anything you ask. They:

- Ignore emails
- Challenge and question you (not in a productive manner)
- Might try to align others against you
- Are pessimistic and make mistakes frequently
- Need to be asked more than once to complete projects or to give updates.
- Consistently perform below average
- Are not necessarily unintelligent and may be super-intelligent, but they're applying the least amount of brain power possible to their role: coasting along.
- Cause work-drama, maybe because it's entertaining to them, or maybe out of spite
- May show up on time from 9am-5pm, but while their body is in the chair, their mind often isn't: work quality and volume are low. They bring down the morale of others