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Min VP vs. Max VP - Part 1

One of the best kept secrets of coaching is that more than half of us are coaching to challenge ourselves, not others. When I lead others, it puts a demand on my life to be better. A mirror of authenticity is presented to me in each session I lead. I need that. I want that. During a recent coaching discussion, I stumbled upon a reflection. There are two types of MVPs, and both are needed. This is the first of few posts about a developing concept that deserves some time.

Minimum Value Players (MinVPs)



These people are primarily self-focused. They do as little as possible to get the job done. They are often good at finding shortcuts and will prefer the cheapest of any option for others and the best for themselves. They are often professionally lazy, but they get enough of the job done to survive or even thrive. Minimum Value Players are profit and quantity oriented. MinVPs will barely deliver. Competitively they ask: *“what is the one thing I need to do to win?”* These people win by edging out the competition.

Maximum Value Player (MaxVPs)

These people are primarily others-focused. They go above and beyond in most everything they do. They often put extra hours in and will prefer the best solution regardless of time or money cost, even to their own detriment. They are chronic over-achievers and are experience and qualitative oriented. MaxVPs will over deliver. Competitively they ask: *“what are all the things I can do to blow the competition out of the water?”* These people win by dominating the competition.

Both are Needed

In my experience, both types of people are needed in business. Selfishness brings with it an ability to be flexible to meet the minimum needed, which varies in each situation. MinVPs bring immediate cash-flow as they are present oriented. They also give others the gift of re-examining excess in business. They give non-minimum players the opportunity to evaluate inflated ideals. Without selfishness, there would not be adequate profit, or shortcuts and efficiencies discovered.

Maximum Value Players are at odds with Minimum Value Players. MaxVPs are in it for the long-run. They are the reason customers return and a business is sustained year after year. Their selflessness raises the quality of products and brings integrity toward goals. They invite others to participate in goodness through altruism and being community oriented. They often imagine and speak about what could be, should be, or will be... all the while working toward that end.

Tension Exists Between Polarities

The internal perfectionist of the MaxVPs shuns the quick and dirty of the MinVPs while the less-is-more of the MinVPs scoffs outwardly at the lofty ideals of the MaxVPs. This is often the cause of professional rifts. Organizational leaders would do well to get to know the individuals at both ends of the bell curve in their company. It will tell them something about the reality of operations and integrity of product or possibility. Mid-level managers will be able to identify players on either end in an instant. Most professionals will fall somewhere in the middle, with tendencies toward either side. One serves as an anchor, the other as a sail.

If you think you might be a MinVP or MaxVP, take time to recognize your need for the other. On any given day, the potential resides within each of you to be the actual MVP ...Most Valuable Player.