

IMPACT PLAYERS

How to Take the Lead, Play Bigger, and Multiply Your Impact

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MAIN IDEA

How do you become an "Impact Player" – someone who is indispensable and top-of-mind for difficult and challenging assignments?

To try and unlock the code for becoming an Impact Player, the Wiseman Group studied 170 leaders from some of the world's most admired companies, including Adobe, Google, LinkedIn, NASA, and others. What they found is becoming an Impact Player is part mindset and part five specific practices which differentiate them from other contributors. Master those mindsets, and pick up on those practices, and you might just be able to step up and become an Impact Player.



"It's not necessarily easy to become an Impact Player. You don't need special talent or capability, but you do need to understand the mindsets and behaviors that differentiate Impact Players from other contributors. However, you can master these mindsets and practices. With a little coaching, this mindset is available to all those who want to step up and contribute at their highest level."

– Liz Wiseman

"Through the minds of both managers and aspiring leaders, I've come to understand what differentiates the most impactful players from everyone else and how small, seemingly insignificant differences in how we think and act can make an enormous impact. As you come to know this difference yourself, you can access this high-contribution, high-reward way of working, and you can join the ranks of the Impact Players and find deeper meaning and fulfillment in your work."

– Liz Wiseman



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Impact Players bring their A-game to everything they do. They are the kind of people who can be parachuted into any role, and they would find success. Impact Players make a significant individual contribution, and also have a positive effect on the entire team. They do work of exceptional value and impact, and you want more of them.

The Impact Player Practices Pages 3 - 6

The five practices of Impact Players, which differentiate them from other hard-working contributors, are:

- 1 DO THE JOB THAT'S NEEDED, BE USEFUL
- 2 STEP UP AND LEAD, THEN STEP BACK
- 3 FINISH STRONGER AND GET THINGS DONE
- 4 ASK, LEARN, AND ADAPT
- 5 MAKE WORK LIGHT FOR OTHERS

The Impact Player Mindset Pages 7 - 8

Impact Players wear "opportunity goggles". Where others see everyday challenges (like messy problems, unclear roles, unanticipated obstacles, moving targets, and unrelenting demands) as threats, Impact Players see them as opportunities to add value. The Impact Player mindset is to always look through the opportunity lens, not the threat lens.

