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# The "Different Perspectives" Newsletter

It can be fun to step back and look at the world from a different angle. Here, we step back and look at commonly used words in business and life, ask a provocative question, and see what others are doing differently by applying a different lens on life. I hope you enjoy "Different Perspectives" and that you begin to step back when needed and observing what else is possible.

**Special Note - in this newsletter, we continue to explore the words used in Patrick Lencioni's book, ["The Ideal Team Player"](#), to describe the type of Ideal Team Player most, if not all teams, should have. These characteristics have some powerful meanings when used appropriately and I can say that when you have team members with these qualities, you do create great teams.**

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## Word Choices

***Hungry* - /huhng-gree/, adj. Def - strongly or eagerly desirous, aggressively ambitious or competitive, as a need to overcome poverty or past defeats.**

When I work with business owners, I often hear that they want employees who are hungry to grow, hungry to contribute, and hungry to help. They basically want an employee with an owner's mindset. Those types of employees are hard to find which can often leave an owner or manager frustrated. I remember those days searching for another me to help me grow my business, but I rarely found them. But what happens when you find someone who is hungry, maybe too hungry, or doesn't have enough hunger? What is the right amount of hunger in an employee or hunger in ourselves if we are in the workforce.

Hunger in an employee or in ourselves is critical to have for success, as long as it has meaningful purpose or benevolent intent. Looking at the spectrum of hunger in someone, you can see a range of productivity, desire, impact, outcome, and teamwork. Someone with little to no hunger to grow or do their job or help out is often someone who is said to be "just mailing it in" and showing up to do just enough. Just enough to meet the requirements, just enough to be average at best, just enough to avoid getting fired, but not enough effort for a manager or owner who wants to grow their business or department. These are tough individuals to manage because they are mediocre at best and do enough to not raise red flags and they can considerably slow a company down. They can actually suppress growth. They lack motivation. They don't want to grow themselves. They often have a fixed mindset. Not my first, second, or third choice for someone on my team.

On the opposite end of the hunger spectrum is someone who initially can appear to be a go-getter, a real "Rock Star", the most productive employee you have ever had. They come out of the gates rocking their KPI's, they get good reviews, and they boost the company. However, what can emerge from the "Rock Star" is an aggressive, ego-centric, me-mentality that can begin to alienate team members because their hunger is self-driven for self-success, acclaim, and recognition. They can develop a rewards-based mentality such as they "should be promoted" or an expectation that they "deserve" a raise, promotion, or at the highest level - they expect partial ownership without doing any of the necessary work to get there. They can be pretty destructive to culture in a company, the team, and the company itself. Not my first, second, third, or any choice for an employee.

Ideally, having a drive to improve, achieve results, and grow without the obsessive nature or destructive behavior can make for an exciting employee or a fruitful career for someone. When someone keeps asking powerful questions such "how can I help?" or "what are some opportunities to grow here" could be good indicators. When someone gets excited by a team's success or a business' growth, that is a great sign of the right kind of hunger, especially when they ask how they can contribute to that success. Usually, they are the type of people that raise up others, either by direct support or influence or by verbal encouragement. I would take someone like this any day, any time and would be my first choice for sure. I would be concerned when you hear a lot of "me's" instead of "we's" as that might indicate some non-beneficial hunger.

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## Question of the Week

1. How do you measure the hunger for growth and success in yourself or in someone else?
  2. Does your company allow for growth of staff to satisfy the hungry employee?
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## Interviewing for Hunger

This can be tricky and challenging to gauge in an interview partly because candidates will usually put on their best face for the interviewer and partly because many candidates don't want to appear too eager for fear of upsetting the interviewer.

I always liked to start with a generic question of "Where do you see yourself in 3-5 years?" That is a good warm up question and then following up with "What would allow you to grow and realize your dreams in this position?" and "Have you had experience with a company or manager that has felt like your growth was stifled?" You will begin to get a sense of what drives someone and also what can hold them back.

Their work history might reveal something about their hunger. If they have had several jobs with short work durations, there might be some indication that they did not fit in or didn't find that there were opportunities for growth so they moved on. One interesting response to consider when a candidate is asked "what do you want to achieve in the next 3-5 years?" is "I want your job." How would you take that response and relate it to the hunger range?

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## Thinking Outside the Box

One of the major reasons employees leave their job is because of "lack of opportunity for growth." That would tell me that there is a pretty strong hunger for growth in the workforce that is not being satisfied by the employer or the workplace. This one is tricky because I have found that sometimes employees want/expect the workplace to provide the path for growth to satisfy the hunger within. However, I feel that growth and satisfying the urge to grow is a dual responsibility. An employee can certainly ask for growth opportunities to satisfy hunger and absolutely should have a drive to grow and improve, but they have to take some ownership over their own growth and success. An employer also has the responsibility to grow a company. Growing a company allows for opportunities for the staff and to meet customer demand, hence, being a place that satisfies the hunger for growth. There are many articles out there on what workplaces

can do to grow and retain staff. Here are a few:

[Workramp, "6 Ways to Support Employee Career Growth"](#)

[American Psychological Association article](#), "Lack of Growth Opportunities is a Big Reason Why Employees Leave."

[Forbes, "5 Reasons Offering Career Development for Employees Benefits Companies"](#)



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