



Thinking | Teaching | Talking

Which kind of individual provides the best value to an organisation?



The best employees are not always the agreeable ones. There's no correlation between being friendly and being a giver, nor being a grump and a taker. Givers and takers both can be either agreeable or disagreeable. Disagreeable givers are the best value for an organisation.



GIVERS



TAKERS



AGREEABLE

Agreeable givers make great colleagues, rarely cause problems, and can always be counted on. But they may not make the best employees. Their sunny disposition can make them averse to conflict and too eager to agree.

Agreeable takers are deceptively terrible, fooling colleagues into thinking they're generous while secretly undermining the organisation.



DISAGREEABLE

Disagreeable givers are more likely to fight for what they believe in, challenge the status quo, and push the organisation to make painful but necessary changes. They are slow to praise but trustworthy when they do.

The worst employees are **disagreeable takers**.