



GETABSTRACT REVIEW OF

Nice Teams Finish Last

The Secret to Unleashing Your Team's Maximum Potential

Is Your Team Too “Nice”?

How would you best describe your team's work dynamic? Sugar and spice and everything “Nice”? “Fierce” as a fever? Or “Bold” as brass?

The main premise of *Nice Teams Finish Last* is that teams are often too nice or too fierce when instead they should focus on being bold enough to succeed and get their work done. Management and training consultant Brian Cole Miller explains how to create a bold team. He organizes his ideas by identifying the roles participants play and by discussing the myths and truths about how best to manage teams.

Discussion Questions

1. How does the author define being “nice” in the context of team dynamics? What are the potential drawbacks of being too “nice” in a team setting?
2. How can constructive conflict contribute to a team's success? What are some ways to encourage healthy debate and disagreement within a team?
3. How can team members approach difficult conversations in a manner that is both respectful and productive? Can you share a time when a difficult conversation led to positive change within your team?
4. What are the key factors in sustaining a culture that balances niceness with a focus on results? How can teams ensure that this balance is maintained as they grow and evolve?

“It takes guts to look someone in the eye and say something that he or she will disagree with or that you know they don't want to hear. The courage you need comes from caring about your teammates and your relationships with them.”

Nice Teams Finish Last

Brian Cole Miller

Additional resources



Leading Teams



Extreme Teams



Mastering Collaboration

STEP 1

Have your team read the [getAbstract summary](#).

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.