

## Ask the Expert - Liz Wiseman High Impact Players

### What is a High Impact Player?

High impact players are people who are doing work of exceptional value and impact.

Becoming a high impact player is a skill and something that can be coached. Liz Wiseman shares that like an impact player in sports the superstars at work all have 'game':

*"In sports, we think about the people that make things happen in the moments that matter. Who would you hand the ball to with 10 seconds left in the game? Who would create extraordinary value and raise the level of play? "*

When in my career so far have I been a high impact player?



### How to be a high impact player



#### See uncertainty through a lens of opportunity

Uncertainty and change is familiar to all of us in our squiggly careers.

See ambiguity through an opportunity lens rather than a threat lens and move towards it.

Ask yourself:

- 🔗 How can I be useful?
- 🔗 How can I do the job that needs to be done rather than just doing my job?



#### Learn how to adapt your strengths

To have high impact you need to make yourself useful in the context you're working in.

Doing the job that is needed by applying your strengths to priority objectives and obstacles will increase your influence and impact.

- 🔗 Ask for strengths-based feedback to make sure your intent and impact is consistent



#### Finish well and feel well

High impact players finish strongly. The job is done well and you feel well when you finish.

Anticipating problems before they happen help high impact players stay calm and pragmatic when setbacks happen.

Ask yourself:

- 🔗 What 3 problems can I imagine this project having (a people problem, a process problem and a purpose problem)?



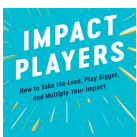
*"You are more powerful than you think you are. You have the ability to take charge. High impact players take charge of situations, of their work, of their leaders, and of situations. Exercise agency and take control."*

[Liz Wiseman](#), researcher and author

How could you adapt your strengths to increase your impact in your role?



### Recommended resources



**Impact Players: How to Take the Lead, Play Bigger, and Multiply Your Impact**  
Liz Wiseman's book about how to get unstuck, break through and make an impact.



**How to increase your visibility at work**  
Hear Helen and Sarah discuss simple and consistent things you can do so your work is seen, heard, and recognised on [#325](#) of Squiggly Careers.