

Every tribe has 7 quintessential members, and a Tribal Inventory has 3 distinct stages. Take a look at the descriptions below and decide who you *have* to admire, who you *lack* to hire and who you *need* to fire. See below for a deeper dive into each stage.

All of these roles are essential in your tribe. They all have a part and you need ALL of them. Yes, some of these can be filled by the same people. You may also have several people filling one role, but I find it best to have separate individuals for each. You could also have several under one category. You might have one or two listeners compared to five connectors. The combinations are endless. You may also have other roles according to your own purpose, but I find that these roles are must-haves.

Listener—This is the person that you spill your ideas to in a spastic and chaotic stream of consciousness. They follow you down every rabbit hole and take all the detours along the way. They may ask clarifying questions along the way to understand you better and to help you build clarity as you think out loud. But mostly, they are quiet. This tribe member doesn't offer advice or try to solve for Y. When you are out of breath at the end and ask, "Ya know what I mean?" They shake their head yes with knowing certainty. Mostly though, They. Just. Listen.

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Dreamer—This tribe member loves to start their sentences with, "What if..." They take your idea and push it to the edge of possibility. Their ideas are larger than life and often fuel your own ideas to grow into spaces you wouldn't dare go on your own. We walk away from our time with them on an adrenaline rush and mind full of new and exciting ideas. Typically, they don't have any ideas on the *practical end* and that's ok because their job is to DREAM. BIG!

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Devil's Advocate—A quintessential member of the tribe that is often avoided—on purpose. They are also the most misunderstood. They poke holes in plans and dreams because they can't help it. Their mind is just wired that way. They are drawn to all the scenarios that will never happen and all the reasons your dream is going to go up in a cloud of smoke. They are basically your WhatIfAbouts with skin on... "Have you thought doing that another way?" "I'm not sure that will work." "Try looking at it like this." "What about X? And if X happens what will

you do with Y?” They aren’t trying to rain on your parade, they simply want the best for you and this is their way of showing it. Timing for engagement of the Devil’s Advocate is key. Bringing them in at the beginning can be a dream killer, but bringing them in once the plans are drawn out can be a solid dose of necessary reality.

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Organizer—What comes first, second and third is this tribe member’s specialty. They thrive on details and “the little stuff” that are necessary to make reality, well, reality. They take the chaos of the swarm of ideas and deliver it in a well-organized step-by-step package. They think about the sequence as well as the resources needed of both people and time. They have their planners out, their post-it notes and a multiplicity of pens and markers. “So here’s how we should start and then after that, we’ll do this and that will get us ready for the next step...” When meeting with them we can put, “Oh yeah, I didn’t think about that” on repeat.

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Catalyst—They throw down the gauntlet or give you that extra push over the hill. However you describe the catalyst, they are the ones that give legs to that “next step”. They give you an assignment and a deadline and assure you they will be there to check on your progress, and then they show up and check on your progress! In fact, they’re a little obsessive about it/borderline annoying, but we love them for it! While discussing the idea of writing *Fire Starters*, my catalyst said, “OK, let’s set a meeting in 4 weeks and you will come prepared with the intro to your book written and an outline for all of your chapters.” This was all I needed. I had all of that done in 2 days! Turns out I just needed a challenge from my catalyst.

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Connector—This tribe member can be inserted multiple times throughout the process. They have a network and aren't afraid to use it. Their comments after listening to you might include, "You know, you need to talk to. . .this person" or "You should meet with my friend . . . who does. . ." They get excited when their tribe gets connected b/c it grows their tribe and connections, and that's what connectors are all about. Connectors also love to share resources. "Have you read this book?" "Do you know about this podcast?" "Have you ever been to this event?" These are common questions connectors will ask you between the flurry of introductions they are scheduling on your behalf.

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Expert--the expert is the one who has already arrived at the place you are trying to go. They are a mentor. They have the inside track on where you are going. They know the life hacks to accelerate your growth and success, and strategically hold back certain pieces until you are ready, thus enabling you to learn from the experience yourself. They are simultaneously your biggest fans and your biggest challengers. "What do you think might happen if you tweaked X?" "Have you ever thought about Z and how that might change things if you did?" They know the answers, but they are leading you to discover on your own. They're guiding without telling or pushing their own agenda because they want to see YOU succeed. You leave every conversation with the expert feeling confident and energized to take your project to the next level.

Current Tribe Member(s)	Potential New Hire	Potential Fire
_____	_____	_____
_____	_____	_____
_____	_____	_____

Admire

There is a great Ted Talk called *Everyday Leadership* by Drew Dudley. Google his name or the title and it will be at the top. Well worth the 6 minute investment. In it, Drew talks about what he calls lollipop moments. Moments that other people have had with us or we have had with others that had a profound impact. He goes further to say that most of us have never shared with that person how impactful that lollipop moment was for us. We walk around with this memory of an experience of major significance, we may even tell the story to others, but we've never taken the time to tell the person who was the catalyst for that experience. I find the same is often true in our tribes. Those people you trust with your deepest secrets, with your kids, with your earthly possessions, with that phone call in the wee hours of the night—these are your tribe members. Some know it. Several don't. And why not? That is what Drew asks his viewers. Why don't we take the time to let these people know how much they mean to us? So now's the time. Send a text, write a letter, make a call. Be intentional about admiring those you can't imagine life without. Lollipop licked.

Fire

You may have people in your tribe that hold you back because of their own jealousy, pride, arrogance, hurt feelings, selfishness or whatever. You may have people that you have continually gone to for support only to be bludgeoned by questions and criticism. These people could be your parents, friends, co-workers, or maybe even your spouse. As you think about your interactions with these tribe members and the descriptions from earlier, ask yourself if they are in the right role in your tribe. More often than not, you will find your "firing" of a tribe member is not a removal from your tribe altogether, but more of a shift in roles. You may discover that your Dreamer is really a Devil's advocate. Going to them when you are dreaming big dreams is disastrous because they poke holes in everything. Move them to the role of Devil's Advocate and bring them options. Lay those options before them and allow them to do what they do best—find all the reasons it won't work. The best part about this is your firing them from one role and hiring them in another doesn't have to be a formal exchange. You simply make the switch in the future and use them when their role and gifts will be most effective.

There may, however, be some circumstances where people need to be fired from your tribe altogether. I'm not saying you cut these people out of your life completely, but rather look at how they love and support you. Or don't. If it's not what you need, then you have a difficult decision to make. Sometimes this will require a tough conversation to let this person know you can't be around them any longer. Other times this may simply be a choice not to call or otherwise engage someone who has historically been critical and unsupportive of you.

Hire

Now that you've completed your tribal inventory, you may realize you are lacking some key members. How do you find these people if you don't have them? Look around. Neighborhood, work, church, LinkedIn, Facebook, parent group, gym. I have asked people that I meet, current friends and "suggested connections" on LinkedIn to be members of my tribe. I'm constantly looking to add to what I don't have. Sometimes it's as simple as a message via social media asking them to join and briefly describing why I want them and what I want them to do. I connected with one tribe member on LinkedIn based on what his profile description was. I sent an invite to connect with a note about what I saw from his profile. I could see from his posts that he was both an Expert and Devil's Advocate. I invited him to coffee, confirmed my assumptions and asked him to be an Expert on a certain area in my tribe and he agreed. I see him about once a quarter and our conversations always leave me pondering on things I hadn't considered. The right ones will say yes. Most are flattered you asked. It's amazing what happens when you ask.