

TEAM ROLES:PERSONAL INVENTORY

Please score each of the following statements.

Give: 2 points if it is often or always true of you.
 1 point if it is sometimes true of you.
 0 points if it is seldom or never true of you.

1. I produce original suggestions. _____
2. I pick up slips and omissions that others fail to notice. _____
3. I have an aptitude for organising people. _____
4. I explore ideas that may have a wider application than in the immediate task. _____
5. My considered judgement may take time but it is usually near the mark. _____
6. I like to have a strong influence on group decisions. _____
7. I can be relied upon to see a job through. _____
8. I can work with people who vary widely in their personal qualities and outlooks. _____
9. I often find my imagination frustrated by working in a group. _____
10. I can work with all sorts of people provided they have got something worthwhile
to contribute. _____
11. A broad range of personal contacts is important to my style of working. _____
12. My feelings seldom interfere with my judgement. _____
13. I try to make my mark in group meetings. _____
14. I strive in the face of difficulties to do the job properly and meet targets. _____
15. I have an eye for detail. _____
16. I am concerned to help colleagues with their problems. _____
17. I analyse other people's ideas critically, for both merits and failings. _____
18. I often produce a new approach to a long continuing problem. _____
19. I can co-ordinate and use productively other people's abilities and talents. _____
20. I am concerned to finish and perfect all I start. _____

21. I particularly enjoy exploring ideas and techniques that are new to me. _____
22. I find it hard to give my best in a job where the goals are not clearly defined. _____
23. I have a quiet interest in getting to know people better. _____
24. I feel that it is sometimes worth incurring some temporary unpopularity if one is to succeed in getting one's views across in a group. _____
25. I have a creative approach to problem solving. _____
26. I am more interested in practicalities than in new ideas. _____
27. I find my personal skills particularly appropriate in achieving a group agreement. _____
28. I can usually find the argument to refute unsound propositions. _____
29. I usually know the person whose specialist knowledge is particularly apt. _____
30. I am more a responder than an initiator. _____
31. I feel in my element where work requires a high degree of concentration and attention. _____
32. I am not reluctant to emphasise my own point of view in group meetings. _____
33. I get on well with others and work hard for the team. _____
34. I take an independent and innovative look at most situations. _____
35. I maintain a steady, systematic approach whatever the pressure. _____
36. I have a fairly assertive character, but I am responsive to the needs of others. _____
37. I am happy to take the lead when action is required. _____
38. I am keen to find out latest ideas and developments. _____
39. I like to weigh up and evaluate a range of suggestions thoroughly before choosing. _____
40. Being busy gives me real satisfaction. _____
41. I can see how ideas and techniques can be used in new relationships and situations. _____

- 42. I react strongly when meetings look like losing track of the main objectives. _____
- 43. I enjoy reconciling different points of view. _____
- 44. I am always ready to support good suggestions or projects. _____
- 45. I seem to develop a natural sense of urgency in any work I undertake. _____
- 46. I make a point of following up interesting ideas and / or people. _____
- 47. I prefer to approach problems in a carefully analytical way. _____
- 48. I think I have a talent for sorting out the concrete steps that need to be taken,
given a broad brief. _____
- 49. I think I can sell an idea that interests me. _____
- 50. I tend to see patterns where others would tend to see items as unconnected. _____
- 51. I am ready to make my personal views known in a forceful way if necessary. _____
- 52. I see both sides of a problem and take a decision acceptable to all. _____
- 53. I keep an eye open for areas where help may be required. _____
- 54. I like to make a critical discrimination between alternatives. _____
- 55. I work best when tasks and goals are both clearly defined. _____
- 56. I keep a watching eye on areas where difficulties may arise. _____

INTERPRETATION OF EXERCISE

TOTAL

Add your scores for questions:
1, 9, 18, 25, 34, 41 & 50.

PLANT

Add your scores for questions:
3, 10, 19, 27, 36, 43 & 52.

CHAIRMAN

Add your scores for questions:
5, 12, 17, 28, 39, 47 & 54.

MONITOR-EVALUATOR

Add your scores for questions:
7, 14, 22, 26, 35, 48 & 55.

COMPANY-WORKER

Add your scores for questions:
8, 16, 23, 30, 33, 44 & 53.

TEAM WORKER

Add your scores for questions:
6, 13, 24, 32, 37, 42 & 51.

SHAPER

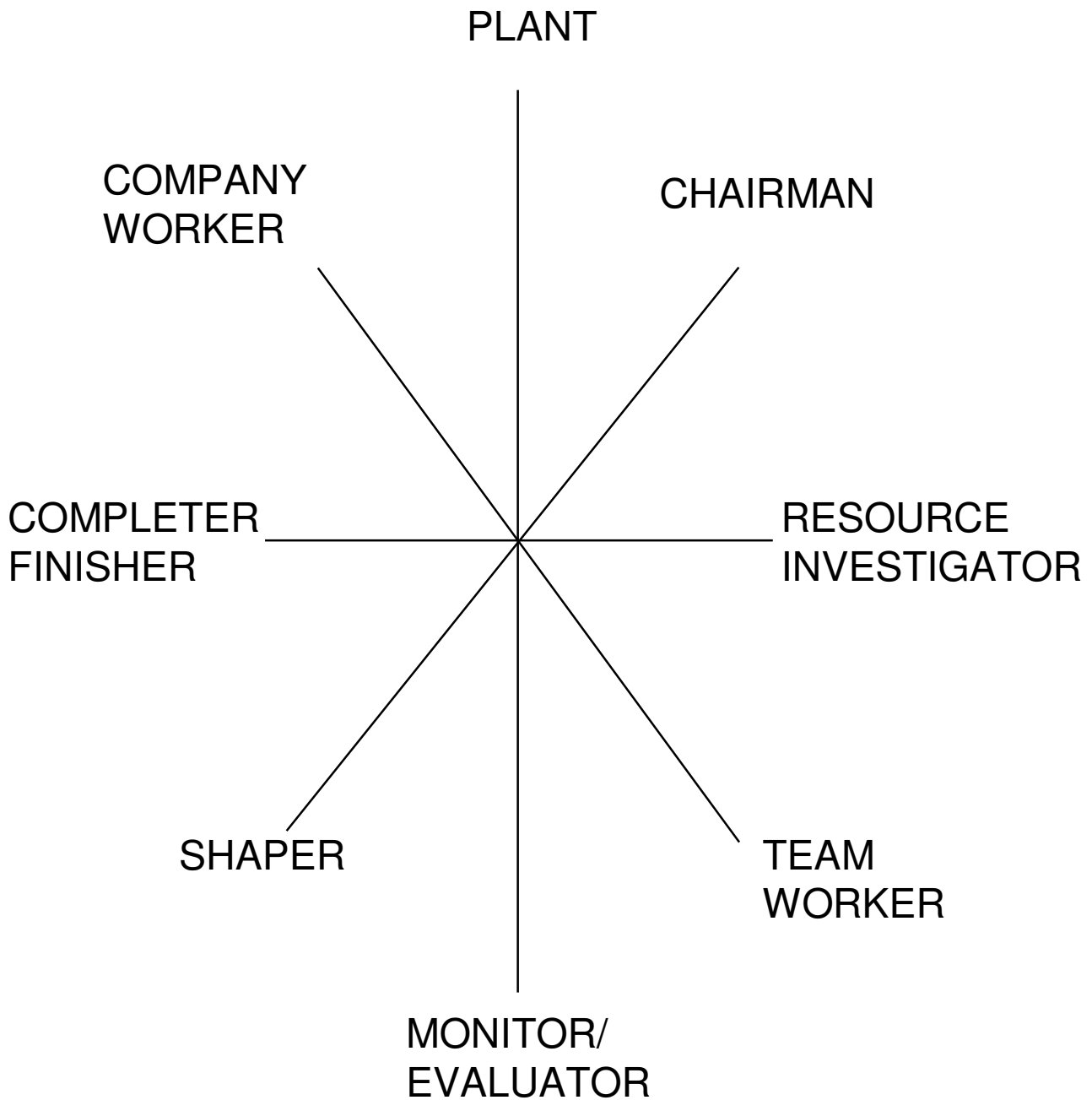
Add your scores for questions:
4, 11, 21, 29, 38, 46 & 49.

RESOURCE INVESTIGATOR

Add your scores for questions:
2, 15, 20, 31, 40, 45 & 56.

COMPLETER-FINISHER

TEAM ROLES



USEFUL PEOPLE TO HAVE IN TEAMS

STYLE	TYPICAL FEATURES	POSITIVE CHARACTERISTICS	PERMISSIBLE WEAKNESSES
Plant	Individualistic, unorthodox, creative, serious-minded.	Flair, imagination, intellect, knowledge.	Up in the clouds, disregards practicalities and protocol.
Chair Person	Calm, self assured, controlled.	Treats, welcomes and respects all potential contributors on their merits without prejudice. Clear sense of objectives	No more than average in creative ability or intellect.
Monitor- Evaluator	Sober, unemotional, cautious, prudent.	Judgement, discretion hard-headedness, objective.	Lacks inspiration, low people skills, not a motivator.
Company- Worker	Conservative, predictable, dutiful.	Organising ability, practical common sense, hard working, self-disciplined.	Inflexible, dislike of unproven ideas.
Team Worker	Socially orientated, mild sensitive.	Responds to people and situations, promotes team spirit.	Indecisive in times of crisis.
Shaper	Highly strung, outgoing, dynamic.	Challenges inertia, ineffectiveness, complacency, self-deception. Lots of drive.	Proneness to provocation, irritation impatience.
Resource- Investigator	Extroverted, enthusiastic, curious, communicative.	Capacity to contact people, explores anything new. Responds to challenge.	Liable to lose interest once the initial fascination has passed.
Completer- Finisher	Painstakingly orderly, conscientious, anxious.	A capacity for follow through. Perfectionism.	Tendency to worry about small things. Finds it hard to let go.

*Used by permission of Bryn Hughes and Church Matters. Do not use outside AIM without permission. (Sept. 2011)