

Sam Example



Introduction

Are you someone who ensures that every detail of an activity is absolutely perfect? Or are you prepared to battle to ensure that the team performs to the best of its ability? Or possibly you are creative and your originality and imagination makes you stand out. In short: what is your team role?

You will first be given a description of the two team roles that are the most obvious for you. We then indicate the type of activities that suit these roles. We will also describe the things you might come up against in these roles and suggest how you might deal with these challenges. You will discover that this helps you to enjoy working with others even more. And not only that: you will work even more effectively and efficiently.

After that you will be given a description of two team roles that are less appropriate for you.

This is followed by a summary of all the team roles. You can then see whether you think you are well suited to a team role, whether it is appropriate to a degree or whether it would not suit you at all.

Two most powerful roles



Analyst

Gets to the bottom of problems and evaluates ideas and suggestions.



Winner

Has considerable energy and a strong urge to perform.

Your two most powerful roles

Analyst

You get to the bottom of problems and evaluate ideas and suggestions. You want to completely understand the material by inspecting it, describing it and explaining it. You are quick to see the weaknesses in a plan or argument. This enables you to guard the team from taking wrong decisions. You also look for the bigger picture since that helps you to better understand the subject.

Which activities are appropriate for you?

You will fit in well in organisations whose decision-making or issues are complex. It is in your nature to look for the big picture and that can often be useful.

Challenges

1. Try to suppress your tendency to be over critical so that you can give new ideas that have not yet been worked out in detail a chance.
2. Try to suppress your tendency to compete with everyone in intelligent, challenging debates if there is a risk of becoming obstinate.
3. Try not to keep raising new problems or to keep rejecting other people's solution proposals if that is frustrating decision-making.

Winner

You have considerable energy and a strong urge to perform. You take action quickly and are easily to be provoked. You want results and above all: to win. Your drive sometimes leads you to challenge fellow team members to perform. You are not afraid of taking unpopular decisions. This is very important when radical changes have to be made.

Which activities are appropriate for you?

A competitive working environment suits you; you enjoy the challenge. In it, you not only challenge yourself to get moving, but also others.

Challenges

1. Try to keep your drive and energy in check to avoid bulldozing others aside. Self-correction is certainly important if your formal position permits you scope to do so.
2. Try to be more tolerant towards people who are less focused on the result. This is also important if colleagues are more focused on processes and procedures.
3. Try to keep your competitive urge under control; avoid useless battles about who is the greatest expert and campaign more for the common good. Let others shine sometimes and let them have their successes.

Your two least powerful roles

Coordinator

The role of coordinator is less appropriate for you.

Coordinators specify procedures and clarify objectives. They also draw up a list of team members' views in order to produce a summary of what everyone wants. Coordinators encourage every team member to contribute. They know each group member's talents and try to put them to the best possible use. This is their way of trying to get the best out of the team.

Which activities are less appropriate for you?

A managerial role would be less suitable for you. You are not someone who monitors the decision-making process. You may prefer to leave this to someone else.

Resource investigator

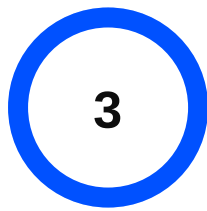
The role of resource investigator is less appropriate for you.

Resource investigators are always looking for new information and interesting contacts. Resource investigators are good at exploring ideas and resources outside their immediate working environment and bringing them to the team's attention. Resource investigators are also good at making and maintaining new contacts.

Which activities are less appropriate for you?

You will fit in less well in an organisation that follows new developments and trends and looks for new opportunities. You are not a person who can build up and maintain an interesting network.

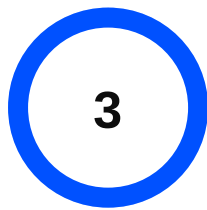
Your roles, an overview



HIGH

Analyst

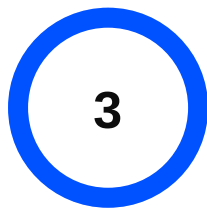
You enjoy fathoming problems out and you evaluate ideas and suggestions shrewdly. You are quick to see the weak points of a plan and so you are able to guard the team from taking wrong decisions.



HIGH

Winner

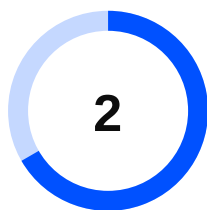
You have plenty of energy, you take action promptly and you are quick to feel challenged. You want to achieve results and always win, and you also want to vigorously spur on your teammates to produce a top performance.



HIGH

Specialist

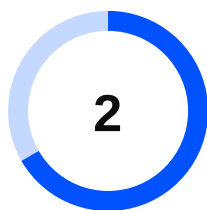
You are a dedicated professional and you provide the team with specialist knowledge in your field of expertise. You prefer to concentrate on one topic to ensure that the result will meet the highest quality requirements.



MID

Innovator

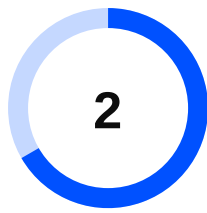
If necessary, you enjoy contributing ideas geared to finding a solution, but you do not see yourself as a person with a lot of imagination who can be expected to come up with very original ideas.



MID

Performer

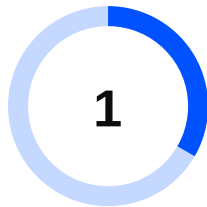
When working in a team, you are prepared to work with other people on a good plan for the work, but organising the work is not a task you would spontaneously take on.



MID

Controller

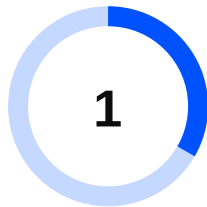
You entirely recognise the importance of careful preparation, execution and monitoring. You try to live up to that yourself, but you are not the person in the team who pays the most attention to this.



LOW

Team worker

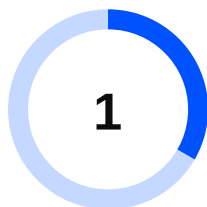
You do not immediately pay attention to geniality and a good team atmosphere. You prefer to leave it to someone else to promote unity within the team.



LOW

Resource investigator

You are not the person who establishes contacts for the team and actively goes in search of new ideas and approaches.



LOW

Coordinator

You feel that it is not appropriate for you to take on a coordinating or leading role in the team. You prefer to leave that to someone else.

Learn more about your roles

Think critically about whether the scores as shown in this report, agree with your own ideas about your roles. It can help you to also ask others how they see you and if they recognise you in the test results. This can provide new insights, because that's how you find out how you come across to others.

If you want to delve further into your test results, the following questions can help you:

- Do you recognise yourself in the roles on which you score high? Do you feel comfortable in these roles?
- To what extent do your current activities or activities fit in with these roles? What roles would you like to be able to show more, or less?
- Do you also experience the roles with a low score as roles that are less suitable for you? How do you deal with that?
- Do you think you should change anything? If so, what? Which of the tips you want to get started with? Do you have any additions of your own?