
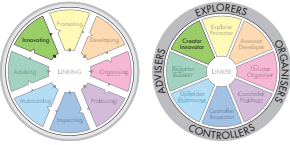








Team Role Sheet for Leaders

Team Role	Characteristics	Pacing Tips	Areas for Self Assessment
	<ul style="list-style-type: none"> › Supporter, helper, tolerant › A collector of information › Tends not to rush into big decisions 	<ul style="list-style-type: none"> › Establish harmony › Give personal thanks › Don't put facts before feelings 	<ul style="list-style-type: none"> › Consider the facts and details of every situation › Converge on deadlines and results
	<ul style="list-style-type: none"> › Future-oriented › Independent › Continually searching for new ways 	<ul style="list-style-type: none"> › Explore ideas › Value divergent thinking › Don't force difficult deadlines 	<ul style="list-style-type: none"> › Spend time planning your work › Discuss ideas with someone objective and detail-oriented
	<ul style="list-style-type: none"> › Persuader, 'seller' › Influential and outgoing › Likes varied, exciting, stimulating work 	<ul style="list-style-type: none"> › Focus on the future › Don't talk about details › Record agreements in writing 	<ul style="list-style-type: none"> › Think through your ideas before voicing them › Ensure ideas are followed by action
	<ul style="list-style-type: none"> › Developer of ideas › Analytical and objective › Enjoys prototype or project work 	<ul style="list-style-type: none"> › Analyse issues fully › Think laterally › Don't give so many opinions 	<ul style="list-style-type: none"> › Be wary of over-analysing problems › Consider how your decisions might impact people at work
	<ul style="list-style-type: none"> › Results-oriented › Makes things happen › Organises and implements 	<ul style="list-style-type: none"> › Be factual › Be goal oriented › Don't get off the subject 	<ul style="list-style-type: none"> › Gather all relevant information before making decisions › Be open and flexible with change
	<ul style="list-style-type: none"> › Emphasises outputs › Follows through to the end › Values effectiveness and efficiency 	<ul style="list-style-type: none"> › Don't waffle › Keep to deadlines › Give notice of change 	<ul style="list-style-type: none"> › Talk through your ideas with others › Consider new and untried ways of solving problems
	<ul style="list-style-type: none"> › Quiet and reflective › Enforcer of regulations › An inspector of standards and procedures 	<ul style="list-style-type: none"> › Talk about details › Don't surprise them › Send written info pre-meeting 	<ul style="list-style-type: none"> › Let colleagues know how your work is progressing › Don't ignore people who come up with 'wild' ideas
	<ul style="list-style-type: none"> › Conservative, loyal, supportive › Dedicated to what they believe in › Work motivation based on purpose 	<ul style="list-style-type: none"> › Be clear and precise › Don't dominate discussions › Develop personal relationships 	<ul style="list-style-type: none"> › Objectively assess the costs/benefits of your decisions › Share thoughts with colleagues and consider their perspective