

TEAM-ROLE PROFILE

Name



ROLES BEST AVOIDED 0 10 20			ROLES ABLE TO BE ASSUMED 30 40 50 60				NATURAL ROLES 70 80 90 100				ROLES AND DESCRIPTIONS TEAM-ROLE CONTRIBUTION	ALLOWABLE WEAKNESSES
.	.	.	.	.	PL	.	.	.	.	.	 PLANT: Creative, imaginative, unorthodox. Solves difficult problems.	Weak in communicating with and managing ordinary people.
.	.	.	.	.	RI	.	.	.	.	.	 RESOURCE INVESTIGATOR: Extrovert, enthusiastic, communicative. Explores opportunities. Develops contacts.	Loses interest once initial enthusiasm has passed.
.	.	.	.	.	CO	.	.	.	.	.	 CO-ORDINATOR: Mature, confident and trusting. A good chairman. Clarifies goals, promotes decision-making.	Not necessarily the most clever or creative member of a group.
.	.	.	.	.	SH	.	.	.	.	.	 SHAPER: Dynamic, outgoing, highly strung. Challenges, pressurizes, finds ways round obstacles.	Prone to provocation and short-lived bursts of temper.
.	.	.	.	.	ME	.	.	.	.	.	 MONITOR EVALUATOR: Sober, strategic and discerning. Sees all options. Judges accurately.	Lacks drive and ability to inspire others.
.	.	.	.	.	TW	.	.	.	.	.	 TEAMWORKER: Social, mild, perceptive and accommodating. Listens, builds, averts friction.	Indecisive in crunch situations.
.	.	.	.	.	IMP	.	.	.	.	.	 IMPLEMENTER: Disciplined, reliable, conservative and efficient. Turns ideas into practical actions.	Somewhat inflexible, slow to respond to new possibilities.
.	.	.	.	.	CF	.	.	.	.	.	 COMPLETER: Painstaking, conscientious, anxious. Searches out errors and omissions. Delivers on time.	Inclined to worry unduly. Reluctant to delegate.
.	.	.	.	.	SP	.	.	.	.	.	 SPECIALIST: Single-minded, self-starting, dedicated. Provides knowledge or technical skills in rare supply.	Contributes on only a narrow front.