

MPA

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MPA (21/03/2012)

+ Team Roles

TEAM ROLES

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Time Used: 00:07:18

SELECTED NORM: International norm

★ Primary role

★ Secondary role

<p>TOILER Works perseveringly and loyally according to the objectives of the company. Converts ideas into actions.</p> <p>0 % <input type="text"/> <input type="text"/> <input checked="" type="text"/> <input type="text"/> 100 %</p>	<p>Conscientious Thorough Self-disciplined Persevering Practical.</p>
<p>COORDINATOR Coordinates objectives and resources. Exploits the resources of the group.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 100 %</p>	<p>Controlled Calm Trusting Accommodating.</p>
<p>INITIATOR Compels the group into action. Takes the lead. Focused on objectives/goals.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 100 %</p>	<p>Dynamic Extrovert, Restless Controlling Dominating.</p>
<p>IDEAS PERSON Quick with new ideas, wide theoretical knowledge.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 100 %</p>	<p>Inventive Development-oriented Individualistic.</p>
<p>RESOURCE INVESTIGATOR Maintains contact with outside interested parties and passes on information.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 100 %</p>	<p>Extrovert Energetic Inquisitive Enterprising.</p>
<p>CRITIC Takes a critical approach to suggestions, meticulous, thorough.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 100 %</p>	<p>Analytical Cautious Critical Case-oriented.</p>
<p>TEAM WORKER Focuses on internal cooperation within the team. Empathetic, diplomatic and understanding.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> 100 %</p>	<p>Extrovert Tolerant Cooperative Considerate.</p>
<p>ACCOMPLISHER Ensures that all details and routine tasks are completed. Cautious.</p> <p>0 % <input type="text"/> <input type="text"/> <input type="text"/> <input checked="" type="text"/> 100 %</p>	<p>Meticulous Attentive to detail Meditative Solution-oriented.</p>

DEFINITIONS

TOILER

The typical Toiler identifies with the company's objectives and policies instead of going his/her own way; gets the job done by working in a self-disciplined and careful manner and with great staying power; carries out the tasks assigned and attaches great importance to practicability and ensures tasks are carried out thoroughly; puts adopted plans into practice systematically and efficiently; will as group leader conscientiously ensure that the group complies with the guidelines and objectives established, but may lack personal clout faced with the other members of the group.

COORDINATOR

The Coordinator controls in a non-dominant manner. He/she summarises and coordinates efforts, and thus keeps the objective constantly in focus; stands out as being self-disciplined and stable, possessing an open and unprejudiced approach to others that enables him/her to identify and exploit valuable people and ideas; as group leader concentrates on exploiting all the group members' resources, but may find it difficult to arrive at decisions where it is not possible to take all the group members' contributions into consideration.

INITIATOR

The Initiator acts as leader in a dominant manner. By making quick decisions and getting things going he/she will often be the one that ensures the group is in constant movement, preferably in the direction of the Initiator's own interests and objectives; maintains a firm grasp on the tasks in hand and works determinedly towards obtaining results; does not hesitate to express his/her opinions and as a result may provoke other group members; an enthusiastic group leader who gets the others behind him/her, but who finds it difficult to follow up, and work may be unstructured.

IDEAS PERSON

The Ideas Person is the person in the group who makes the most marked contribution to constant development and change. The Ideas Person acts in a dominant manner but tends to keep to himself/herself - with the result that it may be difficult for the other members of the team to keep pace with the new ideas and plans. The Ideas Person has a strong overall grasp and is happy to make quick decisions that create movement within the group; leads others by acting as a sparring partner when it comes to investigating possible alternatives; motivates group members to elaborate on the Ideas Person's ideas independently.

RESOURCE INVESTIGATOR

The Resource Investigator stands out as being energetic, extroverted and someone who reaches out to others; enjoys getting inspiration from other people's ideas as a jumping-off point for his/her own ideas. The Resource Investigator is well aware that some details may be important, and therefore exhibits a certain thoroughness when this is necessary; leads the group by listening and making decisions on the group's proposals with regard to internal company and external factors; may find it difficult to bring tasks to completion, as new, relevant aspects which need to be taken account of, are constantly popping up.

CRITIC

The Critic is the group member most likely to make objective evaluations and sort out proposals produced based on the group's overall objectives without consideration of his/her own interests in the choice of task; works thoroughly and conscientiously and often questions the quality of the other group members' work as regards specific details and contingencies. As leader he/she attaches great importance to following up on projects implemented and thus ensuring their professional quality; may experience difficulties in motivating the group and getting it involved.

TEAM WORKER

The great strength of the Team Worker is getting on with other people, thus contributing to strengthening the lines of communication within the group. The Team Worker tries to ensure that cooperation within the group is as smooth as possible by being extrovert without attempting to dominate or control, with the result that the Team Worker stands out as being a confidence-inspiring and sensitive person. As group leader the Team Worker achieves results through others by motivating employees towards making shared efforts; however, may have difficulty in accepting the necessity that the group leader must sometimes go ahead and take the lead without backing from the others.

ACCOMPLISHER

The Accomplisher is typically the person who prioritises the team's work assignments and ensures that all the details are attended to and that the quality is as it should be. Although the Accomplisher is not so likely to get things going, he/she is the guarantee that work that has already been started will also be completed; works conscientiously and is cautious when making decisions; checks the work. As group leader makes sure tasks are completed and thus maintains commitment within the group; may find it difficult to delegate work and accept new initiatives.