

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

## UNDERSTANDING YOUR GROUP ROLE

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VALUE TO THE GROUP	Takes Initiative	Influences People	Builds Relationships	Focuses on Details
MAJOR STRENGTH	Strength of Purpose; goal oriented; gets things done	Enthusiasm; gets people motivated, involved	Good people skills; good team player or leader	Thoroughness; accuracy in analyzing all the data
MAJOR WEAKNESS	Can be insensitive to feelings of other; impatient	Impulsiveness; may not focus attention on detail/facts	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time
MOTIVATED BY	Results; challenge; action	Recognition; approval; visibility	Relationships; appreciation	Being Right; quality
TIME MANAGEMENT	Focus: Now; efficient use of time; likes to get to the point.	Focus: Future; tends to rush to the next exciting thing	Focus: Present; spends time in personal interaction sometimes to the detriment of the task	Focus: Past; works more slowly to ensure accuracy
COMMUNICATION	One way-not as good a listener, better at initiating communication	Enthusiastic; stimulating; often one way; can inspire others	Two way flow; a good listener	Good listener, especially in relation to tasks
EMOTIONAL RESPONSE	Detached; independent	High & Low; excitable	Warm; friendly	Sensitive; careful
DECISION MAKING	Impulsive; always makes decisions with goal in mind	Intuitive; quick; lots of wins and losses	Relational; make decisions more slowly due to input from others	Reluctant; thorough' needs lots of evidence
BEHAVIOR UNDER TENSION	Dominating	Attacks	Give in	Avoids
WOULD IMPROVE EFFECTIVENESS BY	Listening	Pausing	Initiating	Talk more about self