

Make the most of your strengths

Whatever your Team Roles, there are things you can do (and avoid doing) to maximise your positive impact when working with others. Here are a few suggestions.



PLANT

Do look at things from a new angle, come up with original ideas and new ways of tackling problems.

Don't try to assess your own ideas, or be too protective about them when working with others might give better results.



RESOURCE INVESTIGATOR

Do go outside the group to talk to different people and explore opportunities. Develop the *Plant's* ideas and use your enthusiasm.

Don't let people down by forgetting to follow up on things, or talk too much so that others don't have the chance to speak.



CO-ORDINATOR

Do try to bring people into discussions when you think they have something to offer. Praise and encourage others.

Don't take credit for the team's efforts, or fail to do your fair share of the work.



TEAMWORKER

Do provide support to others and promote a good team atmosphere. Use your popularity to win support for ideas when needed.

Don't avoid situations that may involve pressure or conflict, or side with the loudest person in an attempt to please.



MONITOR EVALUATOR

Do provide a balanced opinion on all ideas and options. Take your time with decisions and be ready to explain your actions.

Don't dampen enthusiasm or be seen by the team as giving a negative reaction to everything you hear.



SHAPER

Do get things moving, and be honest and open with others. Do make sure that goals are being achieved.

Don't hold grudges or become overbearing. Don't lose your sense of humour when things are difficult.



IMPLEMENTER

Do organise things and make sure that others follow processes. Focus on the practical and turn ideas into action.

Don't block change or be resistant to others' new ideas.



COMPLETER FINISHER

Do try to raise standards in all you do, check other people's work and focus on details and excellence.

Don't become obsessive about getting things right or split hairs on unimportant subjects.



SPECIALIST

Do show your enthusiasm for your subject, and make sure that you keep your knowledge and skills up to date.

Don't overload people with unwanted information or become too protective of what you're doing so that you stop others getting involved.