

Team performance begins with individual performance. So, what do team members need to do individually to contribute to their team's success? *What's My Team Member Style?* provides the needed insight. The assessment helps individuals evaluate how they typically behave in a team and the results reveal their preference for one of 4 team member styles. With increased awareness, they are able to appreciate other team members' contributions and address differences proactively.

Learning Outcomes

- Learn about the 4 team member styles
- Identify personal team member style
- Understand how to capitalize on style strengths and improve trouble spots
- Identify the styles of fellow team mates
- Plan how to take full advantage of the team mix of styles
- Realise how one is perceived by team members through peer feedback

Theory

What's My Team Member Style? is based on the well-known research and personality theories of psychologists Carl Jung, William Moulton Marston, and others. Most research has identified two basic dimensions of style, which we refer to as assertiveness and expressiveness. Assertiveness is the effort a person makes to influence or control the thoughts or actions of others. Expressiveness is the effort that a person makes to control his or her emotions and feelings when relating to others.

How It Works

Participants respond to 18 statements using a pressure-sensitive form. After scoring is complete, easy-to-read charts allow respondents to quickly scan the strengths and trouble spots that characterize their particular team member styles. To better understand how they are perceived, individual team members can then view Feedback Forms provided by their fellow team mates.

Each Participant Guide provides a worksheet for positive personal action planning, a diagram for creating a team profile, and team action planning.

Uses for *What's My Team Member Style?*

What's My Team Member Style? is an excellent way to kick off any team-building training and can be used as a stand-alone tool or as part of a larger program. It is most effective for members of intact teams who are in the training session together. The assessment can also assist team members in identifying work roles that fit with their team member styles.

LOCATION	SEASON	DURATION	Min/Max
Any	All Year	1.5 – 2 hours	4 - 20