

REPORT  
**TEAM ROLES  
TEST**

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**Reference group:** No explicit reference group  
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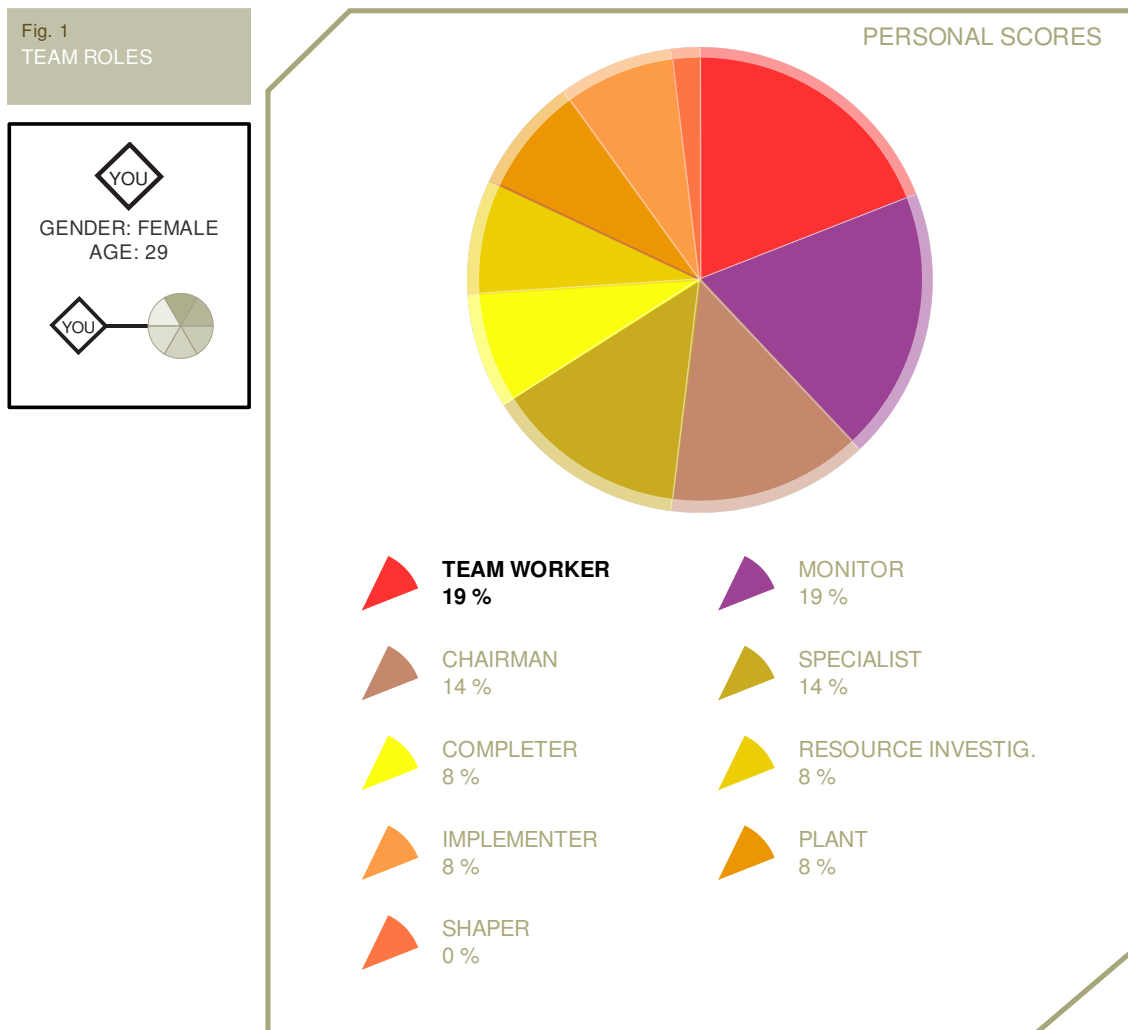


# Your results

Your answers have been used in order to assess which team role(s) suits you best. This suitability is expressed as a percentage.

The nine team roles are the "Implementer", "Resource Investigator", "Plant", "Monitor", "Shaper", "Chairman", "Completer", "Team worker" and the "Specialist".

A graphic display of your scores is given below, followed by a short explanation.



The nine team roles are described below. The roles are mentioned in order of relevance - from most applicable to least applicable to you.

# Team worker

The team worker is caring, avoids conflicts and is harmonious. Being someone who likes to help other people, the team worker is generally considered as agreeable and friendly. He or she is diplomatic and emphasizes solidarity and team cohesion.

# Monitor

The monitor has a tendency to be reserved and critical. Furthermore, the monitor will react to plans and ideas in a rational and sensible way. He or she will favor a prudent approach to matters and will evaluate them accurately before acting.

# Chairman

The chairman has a strong coordinating role. With an emphasis on procedures, the chairman will try to bring and keep the team together. He or she is communicative and deals with the members of the team in a respectful and open-minded way.

# Specialist

The specialist has the skills and expertise required for the specific task at hand. He or she has a strong focus on the task and may get defensive when others interfere with his or her work. The specialist prefers to work alone and team members often have a great deal of trust in him or her.

# Completer

The completer is very conscientious and feels responsible for the team's achievements. Completers are troubled when errors are made and because of their controlling nature, they tend to worry. A precarious and somewhat restless attitude however is crucial for correct and continuous progress. Therefore, the completer is also known as the finisher.

# Resource Investigator

The resource investigator is generally extravert by nature. He or she is cheerful and gregarious. Furthermore, the resource investigator has a general interest and is curious. Because resource investigators like to improvise and communicate with others, they will have little problems presenting ideas to the team and developing new contacts.

# Implementer

The implementer is sometimes also referred to as the organizer or the executive. The implementer is generally disciplined and eager to get the job done. He or she is efficient, practical and systematic. Implementers are well-organized and diligent and turn the ideas of a team quickly into concrete actions and practical plans.

# Plant

The plant is often the creative generator of a team. He or she has a strong imagination and a desire to be original. The plant prefers to be independent and tends to approach tasks in a scientific way. As an innovator, the plant may play a crucial role in the way a team approaches tasks.

# Shaper

The shaper is generally very ambitious and energetic. He or she may appear as impatient and impulsive. The shaper is a strong motivator and will challenge others at crucial times. Although the actions of the shaper may sometimes seem somewhat emotional, they do play a crucial role in pushing the team forward in order to succeed.

# In conclusion

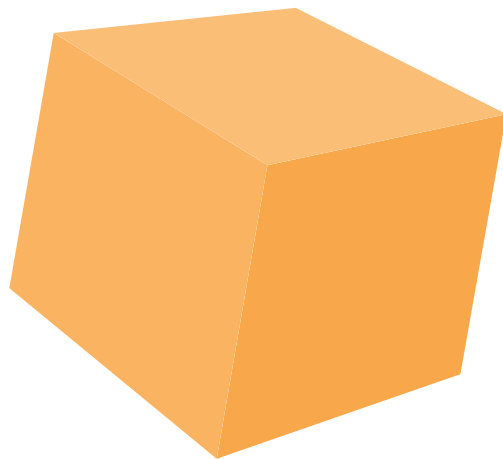
In this test, nine important team roles have been measured. Rather than merely concentrating on the roles that suit you best, you should also have a look at the roles that do not suit you. Chances are you underestimate the importance of these roles within the team and find yourself in conflict with team members performing these very roles. Remember that within a balanced team each individual has a specific role and that the team as a whole has a common goal.

## Team composition

A football team consisting of only defenders will perform badly. Although this is clear to anyone, in general very little attention is spent on selecting the different roles required to succeed as a team. One classical error for example is to select team members only because of their in-depth expertise, resulting in a team consisting of specialists only.

## Tips for team composition and team work

- When composing a team, try to focus on more than just knowledge. You should also investigate which other team roles are required in order to succeed;
- A team has a common goal and all members should be made aware of this goal;
- Treat the differences between team members and the roles they play in a positive way;
- Come to clear agreements and make every team member stick to them;
- Be aware of group processes and discuss them.



(Jouw bedrijfsnaam hier)

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