

# What's your role in a group?

Circle 3 answers to each question

## Q1: When involved in a task with other people...

- a) I can be relied upon to see that the work is properly organised
- b) I pick up errors and omissions that the others fail to notice
- c) I react strongly when meetings drift away from their objectives
- d) I produce original suggestions
- e) I analyse other people's ideas fairly for merits and failings
- f) I am keen to find out the latest ideas and developments
- g) I am good at organising people
- h) I will always support good suggestions to help resolve a problem

## Q2: In seeking satisfaction through my work.....

- a) I like to have a strong influence on decisions
- b) I work well when a high degree of concentration is needed
- c) I am concerned to help colleagues with their problems
- d) I like to make critical choices between alternatives
- e) I have a creative approach to problem solving
- f) I enjoy reconciling different points of view
- g) I am more interested in practicalities than in new ideas
- h) I particularly enjoy exploring different views and techniques

## Q3: When a group is trying to solve a particularly complex problem.....

- a) I keep a watching eye on areas where difficulty may arise
- b) I explore ideas which may have a wider application
- c) I like to evaluate a range of suggestions thoroughly before choosing
- d) I can co-ordinate and use other people's abilities and talents
- e) I maintain a steady, systematic approach whatever the pressure
- f) I often produce a new approach to a long continuing problem
- g) I am ready to make my views known, forcefully if necessary
- h) I am ready to help whenever I can

## Q4: In carrying out my day-to-day work.....

- a) I do not like anything vague about my task or objectives
- b) I am not reluctant to emphasise my own point of view in meetings
- c) I can work with all sorts so long as they have something to contribute
- d) I make a point of following up interesting ideas/people
- e) I can usually find the argument to counter unsound ideas
- f) I tend to see patterns where others might see unconnected items
- g) I really do like to be busy
- h) I have a quiet interest in getting to know people better

## Q5: When suddenly asked to consider a new task.....

- a) I start to look around for possible ideas and openings
- b) I like to finish my current task properly before starting something new
- c) I approach the problem carefully, in an analytical way

- d) I am able to assert myself to get people involved if necessary
- e) I take an independent and innovative look at most situations
- f) I am happy to take the lead when action is required
- g) I can respond positively to my colleagues and their initiatives
- h) I find it hard to give my best unless the goals are well defined

**Q6: If I am suddenly given a difficult task with limited time and unfamiliar people.....**

- a) I often find my imagination frustrated by working in a group
- b) I find my personal skills particularly appropriate in achieving agreement in a group
- c) My feelings seldom interfere with my judgement
- d) I strive to build up an effective team structure
- e) I can work with people with widely varying qualities and outlook
- f) I feel temporary unpopularity is sometimes necessary to get my view across in a group
- g) I usually know which person has the right specialist knowledge for the job
- h) I particularly enjoy exploring different views and techniques

**Q7: In contributing to group tasks in general.....**

- a) I think I have the talent for sorting out the steps to be taken
- b) My considered judgement may take time but it is usually pretty good
- c) A broad range of personal contacts is important in my work
- d) I have an eye for getting the details right
- e) I try to make my mark in group meetings
- f) I can see how ideas and techniques can be used in new situations
- g) I see both sides of a problem and take a decision acceptable to all
- h) I get on well with others and work hard for the team

**Score Sheet**

	A	B	C	D	E	F
<b>Q1</b>	(g)	(c)	(d)	(e)	(f)	(a)
<b>Q2</b>	(f)	(a)	(e)	(d)	(h)	(g)
<b>Q3</b>	(d)	(g)	(f)	(c)	(b)	(e)
<b>Q4</b>	(c)	(b)	(f)	(e)	(d)	(a)
<b>Q5</b>	(f)	(d)	(e)	(c)	(a)	(h)
<b>Q6</b>	(b)	(f)	(a)	(c)	(g)	(d)
<b>Q7</b>	(g)	(e)	(f)	(b)	(c)	(a)

**Total**

Once you've calculated your scores, [click here](#) to find out about your role. Remember this is just a guide and you may be similar to one or more of the described roles.