

TEAM PLAYER STYLES & TEAM COHESION

The following characteristics represent the way each style plays as part of the team. These characteristics have a significant impact on team cohesiveness and on the way the team works together daily. The best team players are typically highly versatile and may not exhibit the characteristics seen as weaknesses (in blocks below.)

ANALYTICAL

- Often seen as: Dependable, reliable, organized, detail-minded
- Focus on task accomplishment
- Provide good technical information and data
- Set high performance standards
- Use resources carefully

- May get bogged down in detail
- May take longer to complete tasks
- May not see the big picture
- May not recognize the need for a positive team climate

DRIVING

- Often seen as: forward-looking, goal-oriented, imaginative, outspoken, authoritative
- Focus on goals as foremost concern
- Will challenge goals, methods and even ethics of the team
- Will encourage the team to take well-conceived risks
- Able to see the big picture

- May not recognize the needs of individuals or of the team
- May not give enough attention to basic tasks
- May be stubborn once mind is set
- May not listen effectively

AMIABLE

- Often seen as: people-oriented, positive attitude, informal, supportive, tactful
- Focus on team process
- Effective listener
- Desire for team stability
- Strives for consensus

- May focus more on the process than on the goal
- May take longer to complete tasks
- May avoid conflict at the expense of solving problems
- May avoid voicing opinion for concern of negative response

EXPRESSIVE

- Often seen as: enthusiastic, creative, outspoken, energetic, accommodating
- Focus on big picture
- Open to ideas of others
- Willing to work outside defined roles
- Able to think "outside the box"

- May be impulsive
- May require limelight
- May not listen effectively
- May become distracted from goal