



THE TEAM EDGE TEST

Find out how you show up in a team — and where your edge lies.

A free self-check made by

INSIDE EDGE

25 statements • about 10 minutes • 5 team roles

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About This Test

The Team Edge Test is a simple self-check made by Inside Edge to help you understand the role you naturally play on a team — how you contribute, where you add the most value, and what you might be missing. It's based on well-known ideas about team roles and group dynamics, and made for working professionals, not clinicians.

There are no right or wrong answers. Every well-functioning team needs a mix of these roles, and most people carry more than one. This test simply shows the role you lean on most by default.

How to take it

- Read each statement and answer honestly, based on how you actually behave — not how you'd like to behave.
- Rate each statement from 1 (Strongly Disagree) to 5 (Strongly Agree).
- Answer quickly, with your first thought — this isn't a test to overthink.
- Takes about 10 minutes.

Rating scale

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Write your score (1–5) directly in the box next to each statement. When you finish, turn to the Scoring Key to find your result.

The Statements

Rate how much each statement sounds like you at work, from 1 (Strongly Disagree) to 5 (Strongly Agree).

#	Statement	Score (1–5)
1	I'm usually the one who gets a new idea moving.	
2	I care a lot about the small details that others might miss.	
3	I notice when tension is building in a team, before it becomes a problem.	
4	I ask "are we sure this is the right approach?" more than most.	
5	I naturally end up keeping track of who's doing what.	
6	I like starting something new more than maintaining something existing.	
7	I don't feel right handing something in until it's actually polished.	
8	I try to keep the group working well together, not just working.	
9	I'm comfortable being the one who disagrees in a meeting.	
10	I like making sure everyone knows the plan and their part in it.	
11	I speak up early with ideas, even if they're not fully formed yet.	
12	I double-check work before it goes out, even under time pressure.	
13	I check in on quieter team members to make sure they're heard.	
14	I push back on an idea if I think it has a real flaw.	
15	I step in to organize when a group discussion starts to go in circles.	
16	I get restless when a project stalls.	
17	I notice when something is 90% done and push to get it fully done.	
18	I'll step in to smooth things over when two people disagree.	
19	I'd rather raise a hard question early than let it surface later.	
20	I follow up with people to make sure tasks are on track.	
21	I'd rather try something and adjust than wait for the perfect plan.	
22	Loose ends bother me more than they bother most people.	
23	Team morale matters to me as much as the task itself.	
24	I don't mind being unpopular if it means better thinking.	
25	I'm comfortable being the point of contact for a project.	

Scoring Key

For each style below, add up the scores you gave to the listed statements. Write the total in the last column. Your highest total is your Main Style. Your second-highest total is your Second Style — together, they show how you actually show up day to day.

Style	Add up your scores for statement numbers...	Your Total
The Initiator	1, 6, 11, 16, 21	
The Finisher	2, 7, 12, 17, 22	
The Harmonizer	3, 8, 13, 18, 23	
The Challenger	4, 9, 14, 19, 24	
The Coordinator	5, 10, 15, 20, 25	

If your top two totals are close, think of both as your style — most people lead with a mix of two.

Your Result: The Five Team Roles

Find your Main Role below (and your Second Role too, if it's close). Read both — most people carry a real mix of two roles on a team.

The Initiator — Gets things moving

You get things moving.

Strengths

- Turns ideas into action quickly
- Comfortable being first to speak up
- Keeps momentum from stalling

Watch-outs

- Can start things faster than the team can absorb
- May move on before something is fully thought through
- Can unintentionally overshadow quieter idea-generators

Best-fit situations: New projects, 0-to-1 work, brainstorming and kickoff phases.

Your growth edge: Pause after proposing an idea and actively ask for others' input before moving ahead.

The Finisher — Makes sure it's actually done well

You make sure the work is actually done, and done well.

Strengths

- Catches errors and gaps others miss
- Delivers polished, reliable work
- Brings genuine follow-through to a team

Watch-outs

- Can slow a team down chasing the last details
- May be overly critical of “good enough” work from others
- Can struggle to let go and hand things off

Best-fit situations: Quality-critical work, final review stages, client-facing deliverables.

Your growth edge: Practice deliberately shipping something at “good enough,” and notice what actually happens.

The Harmonizer — Keeps the team working together

You keep the team working well together.

Strengths

- Notices tension early, before it becomes a real problem
- Makes quieter voices feel included
- Builds a team people want to stay on

Watch-outs

- Can avoid necessary conflict to protect the peace

- May absorb the team's stress personally
- Can prioritize feelings over hard decisions when needed

Best-fit situations: Team culture, cross-functional collaboration, onboarding new members.

Your growth edge: Practice naming a real disagreement out loud, instead of smoothing over it.

The Challenger — Tests the team's thinking

You make sure the team's thinking actually gets tested.

Strengths

- Catches weak logic or risk before it becomes a costly mistake
- Comfortable disagreeing when it matters
- Pushes the team toward better decisions, not just faster ones

Watch-outs

- Can come across as negative or difficult
- May slow a team down when speed matters more than being right
- Can wear people out if used constantly

Best-fit situations: Risk review, strategic decisions, quality and safety-critical work.

Your growth edge: Pair your challenge with a suggestion, not just a critique — “here's what I'd do instead.”

The Coordinator — Keeps everyone on track

You make sure everyone knows what's happening and who's doing what.

Strengths

- Keeps a team organized and on track
- Naturally trusted as a point of contact
- Reduces confusion about who owns what

Watch-outs

- Can end up doing the coordination work no one else offers to do
- May focus on process over the actual content of the work
- Can be seen as controlling if it tips into micromanaging

Best-fit situations: Project management, cross-team initiatives, operational leadership.

Your growth edge: Delegate the tracking itself sometimes — let someone else own the coordination role for a stretch.

Want to Go Deeper?

This test gives you a starting point. If you'd like to explore how your team shows up together — who's covering which role, and where the gaps are — Inside Edge offers team workshops and facilitated sessions built for exactly this.

Reach out to discuss what would help most for your team.



This test is an original tool made by Inside Edge to help with personal and career growth.

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