

Part 6 – Resource 2 –

Team Member Roles – A Self Report

Process:

For each of the statements below, circle your level of agreement for how strongly you agree or disagree with the stated level of participation as a member of your work team and as applicable, underline the agreement level as it pertains to the simulated exercise.

Role/Participation

	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
1. I actively participate in discussions by contributing my ideas, e.g. I say statements like “let’s try...” or “how about...”					
2. I help my team by clarifying the problem, breaking it down into understandable pieces, e.g. “As I see it, we have three issues to figure out, the first one being...”					
3. I help to keep the group focused when the discussion seems to wander off course, e.g. “Okay, so let me summarize where I think we are at.”					
4. I help the team make a decision, e.g. “Okay, so are we agreed that...?”					
5. I use an appropriate and helpful level of giving my experience and expertise to influence the group to make a decision.					
6. I am encouraging and validating of others’ contributions, e.g. “Thanks Peter, that was helpful for me.”					
7. I help to draw opinions from those who do not express or may not have a chance to talk, “Peter, any thoughts on this?”					
8. In team discussions I generally learn something new about my communications style or confirm my effectiveness as a communicator.					

	Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
9. I am generally aware at the time, of how I am influencing others on my team.					
10. I generally am satisfied with how I participate in discussions with my team and seldom have notable regrets for something I say or don't say.					
11. I generally do not dominate communications with team members.					
12. As appropriate, I give people feedback on how I see their participation on the team.					
13. I generally ask people how I am coming across in meetings and welcome constructive feedback.					
14. I can remember the last time I asked for feedback from a team member when I was told about something that I do that they feel is not helpful and changed the way that I was communicating.					
15. With my team I have no fear of conflict or confrontation.					
16. With my team I try to make sure that I am not a threat to other team members.					
17. I consciously and respectfully do things with my team that builds their trust in me.					
18. On my team I am known as being highly committed because I always, when possible, follow through on the commitments.					
19. I am currently working to develop a specific personal quality that for me needs improvement for me to be a better team member.					