

Team Role Assessment: Task & Relationship

Task

Some task roles played by team members are as follows:	Who plays this role on a frequent basis? How? When?
Information giver Offers authoritative information or data	
Information seeker Asks for clarification or accuracy of statements	
Initiator Makes suggestions or proposes new ideas	
Elaborator Elaborates on ideas and suggestions	
Opinion giver States belief or opinions relative to the discussion.	
Consensus seeker Polls the group for its readiness to make decisions or resolve conflicts	
Clarifier Interprets or explains facts or opinions	
Standard setter Establishes criteria for evaluating opinions, ideas, or decisions	
Representative Reports the team's progress or actions outside the team.	

Relationship

Some relationship maintaining qualities displayed by team players are:	Who plays this role on a frequent basis? How? When?
Encouraging Being open to others' opinions or feelings even if they are different.	
Gatekeeping Openly taking interest in what others say, and facilitating communication	
Listening Paying close attention to what others talk about	

Harmonizing Negotiating or relieving tension when appropriate	
Yielding Giving up an unpopular viewpoint and admitting mistakes	
Accepting Respecting and promoting differences	
Supporting Giving team members permission to feel good about their successes	

Behaviors for Meeting Individual Needs & Wants that are Usually Dysfunctional

Some of the dysfunctional team behaviors are as follows:	Who plays this role on a regular enough basis that it has a significant impact on the team? How? When?
Condescending Putting down team member contributions as irrelevant	
Bullying Being inconsiderate of other team member's needs.	
Blocking Arguing too much on a point and rejecting expressed ideas without consideration.	
Avoiding Not paying attention to facts or relevant ideas	
Withdrawing Acting passive or indifferent, wandering from the subject of discussion	
Joking Excessive playing around, telling jokes, and mimicking other members.	
Dominating Excessive talking, interrupting others, criticizing, and blaming	
Self-Seeking Putting one's personal needs before the team's needs.	