



Team roles

Ava Rodriguez

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Total time: 3 Minutes 17 Seconds

Candidate info	Test info	Instance info
<p>ID: 34758</p> <p>Name: Ava Rodriguez</p> <p>Notes: -</p> <p>Registered: 2020-08-06</p> <p>Email: avarodriguez1?@asdfgghfs.com.cf</p>	<p>Name/ID: Team roles / 74</p> <p>DescriptionThe purpose of this questionnaire is to find out which role in a team a person would best fit. A score for each of the nine roles will be calculated for every examinee. The role with the highest score should be considered the most appropriate for the examinee, while the two roles with the 2nd and 3rd highest scores should be taken as alternative positions for that person. The questionnaire should be used for candidates' selection and team constitution.</p>	<p>Deadline: -</p> <p>Time limit:0 minutes</p> <p>Type: PSY</p> <p>Process: Psychometrics</p> <p>Web Monitoring: No</p>

Summary per Category

Description	Score (value)
Creative	34/60
Logical	37/60
Organizer	32/60
Explorer	39/60
Doer	41/60
Polisher	37/60
Team-player	33/60
Challenger	41/60
Expert	41/60

Team Roles Definitions

Category Name

Category Description

Creative

These people tend to be highly creative and good at solving problems in unconventional ways. Their strengths include creativity and free-thinking; they are highly able to generate ideas and solve difficult problems. On the other hand, their usual weaknesses are a restriction in effective communication as a consequence of high preoccupation, as well as a tendency to ignore incidentals.

Logical

They provide a logical eye, make impartial judgements where required and weigh up the team's options in a dispassionate way. Their key strengths are sobriety and ability to see all options and judge accurately, while usual weaknesses include lack of drive and ability to inspire others, as well as excessive criticism.

Organizer

Organizers focus on the team's objectives, draw out team members and delegate work appropriately. Strengths of these people are maturity, confidence, ability to clarify goals, identify talents, and delegates a job effectively. They are often seen as manipulative and tending to redirect their own share of work to the others, which represent their most prominent weaknesses.

Explorer

They provide inside knowledge of the opposition and make sure that the team's idea would carry to the world outside the team. They are outgoing, enthusiastic, and communicative, with a tendency to explore opportunities and develop contacts, which are their key strengths. On the other hand, their weaknesses are often excessive optimism combined with the loss of interest once initial enthusiasm has passed.

Doer

These people's role is to plan a practical, workable strategy and carry it out as efficiently as possible. Their main strengths include practicality, reliability, efficiency, and ability to turn ideas into actions and organise work that needs to be done. They might be inflexible and slowly responsive to new possibilities, which are implementers' crucial weaknesses.

Polisher

Polishers are most effectively used at the end of a task, to "polish" and scrutinise the work for errors, subjecting it to the highest standards of quality control. They are diligent, conscientious and willing to search out errors, which are their main strengths. Polishers are inclined to worry unduly and reluctant to delegate the work, which are their key weaknesses.

Team-player

These people help a team to function properly by using their versatility to identify the work required and complete it on behalf of the team. Team-players' strengths include co-operativeness, perceptiveness,

diplomacy, and ability to prevent conflicts within the team. On the other hand, their main weaknesses are indecision in critical situations, as well as excessive avoiding of confrontation.

Challenger

Challengers provide the necessary drive to ensure that the team keeps moving and does not lose focus or momentum. They are challenging, dynamic, thriving on pressure, and courageous to overcome obstacles, which are their most important strengths. Their most prominent weaknesses include a tendency to provoke other people and offend their feelings.

Expert

Experts are individuals with in-depth knowledge of a key area of work. They are single-minded, self-starting, dedicated, and they provide a wide range of knowledge, which are their key strengths. On the other hand, they usually contribute only on a narrow front and focus on technicalities more than it is necessary, which are their most usual weaknesses.
