



BUILD EFFICIENTLY YOUR OWN UNDERSTANDING

Team Roles



Shaper

Drives the team forward, challenges norms, and thrives under pressure. They are dynamic and often push for progress but can be argumentative.

Strengths

- Dynamic and motivated; they push the team to achieve results.
- Good at overcoming obstacles and driving progress.
- Competitive and thrives under pressure.

Weaknesses

- Can be prone to frustration or aggression, especially under stress.
- Might come across as confrontational or insensitive to others' feelings.
- May push too hard, risking burnout for themselves and the team.



Implementer

Turns ideas into practical actions. They are disciplined and reliable, but sometimes resistant to change.

Strengths

- Highly organized and disciplined; they get things done efficiently.
- Practical and reliable, they turn ideas into actionable plans.
- Good at managing day-to-day operations.

Weaknesses

- May resist change, preferring familiar methods and routines.
- Can be inflexible, sticking too rigidly to plans.
- Might struggle with creativity, preferring clear instructions and processes.



Completer Finisher

Focuses on detail, ensuring tasks are completed to a high standard. They are meticulous but can be overly perfectionistic.

Strengths

- Detail-oriented and meticulous; they ensure high-quality work.
- Good at meeting deadlines and ensuring nothing is overlooked.
- Persistent and committed to finishing tasks to perfection.

Weaknesses

- Can be overly perfectionistic, struggling to let go of tasks.
- May worry excessively about small details, slowing down progress.
- Sometimes finds it difficult to delegate, preferring to do everything.



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Coordinator

Acts as a leader or chairperson, delegating tasks and helping the team focus on objectives. They are confident and good at decision-making but may be seen as manipulative.

Strengths

- Strong leadership skills; they know how to delegate effectively.
- Good at organizing team activities and ensuring everyone's contributions are valued.
- Calm and confident, they help keep the team focused on objectives.

Weaknesses

- May be perceived as manipulative if they overly rely on others to do the work.
- Can be seen as controlling or bossy by team members.
- Might struggle with hands-on tasks, preferring to manage rather than participate directly.



Team worker

Promotes team cohesion, supporting others and smoothing over conflicts. They are cooperative and diplomatic but can be indecisive in crucial moments.

Strengths

- Cooperative and diplomatic; they help maintain harmony in the team.
- Good at listening and mediating between team members.
- Flexible and willing to adapt to meet the team's needs.

Weaknesses

- Can be indecisive, especially when tough decisions need to be made.
- Might avoid confrontation, even when it's necessary.
- Sometimes places team harmony above task completion.



Resource Investigator:

Explores opportunities and develops contacts. They are enthusiastic and communicative but can lose interest once the initial excitement fades.

Strengths

- Excellent at networking and building external relationships.
- Enthusiastic and outgoing; they bring energy to the team.
- Good at exploring opportunities and gathering information.

Weaknesses

- May lose interest once the initial excitement fades.
- Can be overly optimistic and may not always follow through with ideas.
- Might spread themselves too thin, focusing on too many things at once.





Team Roles



Plant

Generates ideas and solves difficult problems. They are creative and innovative but may be impractical or ignore details.

Strengths

- Highly creative and innovative; they think outside the box.
- Good at solving complex problems.
- Can come up with unique ideas and approaches.

Weaknesses

- May be too preoccupied with their own ideas, leading them to ignore practical details.
- Sometimes struggle to communicate their ideas clearly.
- Can be absent-minded or forgetful about everyday tasks.



Monitor Evaluator

Analyzes options and makes balanced decisions. They are strategic and impartial but can be overly critical and slow to act.

Strengths

- Logical and analytical; they make well-thought-out decisions.
- Excellent at evaluating ideas and options objectively.
- Reliable when it comes to providing balanced judgments.

Weaknesses

- May be overly critical, focusing on negatives rather than positives.
- Can be slow to make decisions, needing time to consider all angles.
- Sometimes lacks enthusiasm, which can dampen team morale.



Specialist

Brings in-depth knowledge in a specific area. They are highly skilled and dedicated but may focus too narrowly on their expertise.

Strengths

- Highly knowledgeable in their specific area; they bring expertise to the team.
- Focused and dedicated to their field of interest.
- Provides valuable insights that others may not have.

Weaknesses

- May have a narrow focus, sometimes missing the bigger picture.
- Can become overly absorbed in their specialism, ignoring other aspects of the project.
- Might struggle to communicate their knowledge to non-experts, leading to misunderstandings.

