

Activity Type:
Online/ Offline Tool:
Country:
Name of the
designers:

TEAM ROLES TALKING
Preferred in live
Slovenia
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Thematic: Understanding and accepting differences in communication and work styles.



Complexity: Medium



Target Group: Young people, entrepreneurs, project teams.



Pax number: 3 – 20



Activity duration: Basic mode: 20 minutes + 10 minutes for questionnaire



Description:

- 1. Provide the prepared questionnaire to team members** and ask them to answer the 25 questions honestly. This will aid in discussions about individual differences in the team and the importance of team communication. Members can consider various situations (not limited to work) and provide general answers. If they lack experience, they can draw from their experiences in study, leisure, and home life. They should use the entire scale to differentiate between team roles. After completing the questionnaire, they calculate their score. It is important that they do not discuss their scores and keep the results to themselves.
- 2. Explaining team roles.** The trainer briefly explains each team role, emphasizing that every role is essential, and that one can be a successful manager in any role. The key is to have complementary team members.
- 3. Assigning the team role** to each member. Form a large circle and divide it into five equal parts, writing one team role in each segment. Then, ask participants to assign all members to roles, reaching a consensus on where each employee fits. Let them write the names on post-its and stick them to the appropriate section of the circle. If necessary, choose two roles for members who are equally represented in both. Team must provide clear arguments for their choices. It's crucial that each evaluated team member only listens and doesn't comment during this discussion. This is an important learning process, so honesty is promoted. If the discussion becomes overly critical of someone, the trainer should encourage respectful, positive conversation.

4. **Members reveal their primary and secondary team roles.** The first member stands up and explains where they fit based on their results, marking their primary and secondary team roles. They share their self-perception and any surprises from the team's discussion. If there are significant discrepancies, the group discusses the reasons. This process continues with each team member.
5. **Characteristics of the team.** Now, examine the group results. This can be a brief or an in-depth activity. What are the prevailing team roles? What does this reveal about the team? How does this manifest at work? How are missing roles compensated for? Are there any members who differ significantly from the majority? How do they feel?
6. **Preferred work and communication styles.** Members with the same team role discuss their 1) preferences for tasks, 2) communication styles in the team, and 3) stress triggers at work. It's likely that significant differences will emerge between different team roles. For instance, Evaluators may prefer tasks with ample time and clear, precise information, and get frustrated if pushed for results prematurely. Implementers, on the other hand, might prefer practical challenges, quick opinion exchanges, and may be annoyed by excessive analysis. These differences can be a source of conflict, but addressing them promotes tolerance and understanding of those who are different.
7. **Future commitments.** What has the group learned? How can they coexist and communicate efficiently with different members in the future?"



Objectives:

Understanding the natural working styles of different team members.



Needed materials:

- Questionnaire for team roles (one per team member)
- Printed description of team roles in a big format
- Post-its (in various colours)
- Markers / pencils / pens



Competences:

- Teamwork
- Tolerance
- Communication
- Conflict management
- Effective collaboration



Debriefing and evaluation:

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Tips for facilitator:

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Varieties for the method:	<p>You can replace our questionnaire with any other team roles or typical working styles questionnaire available in your national language. The most common ones are the Belbin Team Roles and DISC Profile. All other stages of the exercise can be conducted similarly.</p> <p>This exercise can be a valuable part of team building, as it facilitates reflection, provides new insights about team members, and offers an opportunity to address old misunderstandings in a safe environment.</p> <p>Additional questions can be added if necessary.</p>
Suggestions:	n/a
Online/ Offline: Extra info:	<p>The method is more effective in an offline setting, as it brings people together and creates a more intimate atmosphere conducive to honest responses. If an online format is the only option, we can use templates in Padlet or Google Jamboard and follow the same steps.</p>

