

Toolkit 2 - Learning Unit 3 Post-intervention

Activity 4

Coordinate your team and coordinate yourself in the intersectoral network



Exercise

Team evaluation

4. Are you aware of what role you are used to adopting in a team that provides intervention in crisis situations?



NO

Activity 4

We will use a questionnaire to evaluate the team and ask the team members to fill it in. After the evaluation, we (the team members) should discuss the results among us. We will transform the results into a crisis intervention.

TEAM ROLE TEST

PART A

If you are working on a project with other people

	1. I work with interest if I see that the work that needs to be done is well organized.	
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	2. I point out the mistakes and errors of those I work with.	
	3. I react with irritation if we seem to lose sight of the main objective in the solution.	
	4. I suggest original ideas.	
	5. I judge the objective ideas of others in terms of positives and negatives.	
	6. I am passionate about finding the latest techniques and methods to solve problems.	
	7. I can organise my colleagues.	
	8. I am always ready to support a good proposal that can help solve the problem.	

PART B

In terms of your job satisfaction

	1. I like to influence the decisions of others.	
	2. I feel in my element if the work requires a high degree of attention and focus.	
	3. I focus on helping colleagues solve their problems.	
	4. The Board/ Council make fundamental decisions between alternatives.	
	5. I tend to be a creative problem solver.	
	6. I like to reconcile the different points of view of my colleagues.	
	7. I am interested in practical issues rather than new ideas.	
	8. I most enjoy using different methods and techniques.	



PART C

If you are dealing with a particularly complex problem

	1. I don't forget the areas where complications could arise.	
	2. I deal with ideas that may have a wider impact than just the current issue.	
	3. I carefully consider and evaluate all proposals before making a decision.	
	4. I can coordinate and productively use the talents and skills of my colleagues.	
	5. I take a systematic approach if I'm under pressure.	
	6. I often come up with new approaches to long-standing problems.	
	7. If necessary, I am ready to assert my personal opinion with no regard for others.	
	8. I am ready to help whenever needed.	

PART D

In the performance of daily work

	1. I like to have well-defined goals and tasks.	
	2. I have no problem in asserting my own opinion e.g. in meetings.	
	3. I can work with anyone who comes up with a good idea.	
	4. I point out interesting ideas.	
	5. I can usually find arguments to refute erroneous claims.	
	6. I am able to apply a model when others cannot see the connection between the issues.	
	7. I am satisfied when I am fully occupied with my workload.	





PART E

I am unexpectedly assigned to a complex, time-limited task where I have to work with unfamiliar people.

	1. My idea of working with unknown people is often frustrating for me.	
	2. I think my personal qualities are a guarantee that there will be agreement.	
	3. I rarely let my feelings influence me in my judgments.	
	4. I try to build an effective structure for solving a problem.	
	5. I can work with people of very different personal qualities and schedules.	
	6. I understand that sometimes there is a price to pay for getting my views across in a group with a temporary loss of popularity.	
	7. I usually know someone whose expertise will benefit the team.	
	8. I know that I can achieve a natural atmosphere.	

PART F

I am suddenly prompted to consider working on a new project

	1. I will look around for suitable ideas and ways to get the work started.	
	2. I concentrate on finishing what I'm doing perfectly before I start something new.	
	3. I analyze the problem carefully.	
	4. I can push for other people to be involved in the work if possible.	
	5. In most situations, I am able to look at the matter dispassionately and from a new point of view.	
	6. If the work requires it, I am happy to take the lead.	
	7. I can promptly respond to my colleagues and their initiative.	
	8. I find it difficult to embark on work whose objectives are not clearly defined.	





PART G

I can say about my involvement in group projects

	1. I think I have a knack for laying out clear specific steps that need to be taken if clear instructions are given.	
	2. My part may take a little time, but I usually hit the mark.	
	3. A wide range of personal contacts is important to my style of work.	
	4. I have a good eye for detail.	
	5. I like to assert myself in group meetings.	
	6. I notice how ideas and methods can be used in new ways.	
	7. I always see both sides of an issue and am able to make a decision that is accepted by all.	
	8. I get along well with others and my work supports the team.	

Evaluation of the test

	I.	II.	III.	IV.	V.	VI.	VII.	VIII.
Part A								
Part B								
Part C								
Part D								
Part E								
Part F								
Part G								
Total								



Overwrite the total number of points in each column.

	I.	II.	III.	IV.	V.	VI.	VII.	VIII.
Total								

Evaluation. Depending on which column you have the most points in, find the characteristics of your role in a team.

I.	Conceptor - rectifier (shaper)
II.	Coordinator (chairman)
III.	Innovator - thinker (plant)
IV.	Resource investigator
V.	Evaluator (monitor evaluator)
VI.	Worker - implementer (implementer, company worker)
VII.	Humaniser - team worker
VIII.	Finisher

Conceptor

You create the rules and framework of work. You set and explain to others the goals and effects to be achieved. You are highly motivated with lots of "nervous" energy. You are mostly extroverted. You like to compete with others, so you put a lot of pressure on those around you. You enjoy leading and pushing others into action. If obstacles appear, you look for solutions. You are stubborn, assertive, and tend to react very emotionally to any form of incompetence. You see things in black and white, are argumentative and lack an understanding of others. Your role in a team is always competitive. You can be a good manager because you bring pressure and activate others. You bring life to the team and are useful when various



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complications slow things down. You react without inhibition. You don't hesitate to take unpopular measures. You are the most effective members of the team in ensuring its actionability.

Coordinator

Your hallmark is the ability to direct others towards a common goal. You are mature, confident and trust others. You are able to recognize talent in others and use it brilliantly for the benefit of the team. You have a broad outlook and enjoy universal respect. You excel in the day-to-day work of leading a team with diverse knowledge and member characteristics. You believe in calm problem solving most of the time. You are not afraid to improvise either. You get along better with colleagues at the same level as you than with junior ones. Sometimes you don't get along with conceptors.

Innovator

You are very creative and always coming up with new ideas. New and major inventions come out of your ideas. You keep your distance from other team members. You prefer to work in your own way, which is often very unconventional. You use your imagination and often move in unrealistic dimensions thanks to it. You are mostly introverted and sensitive to criticism and praise. Your opinions and ideas can be radical and not always workable. Your main contribution to the team lies in your resourcefulness, your ability to invent new things and procedures, solve problems and participate in the basic phase of a project. You are often founders of companies and creators of new products. You tend to impose ideas and opinions on others and therefore often come into conflict with others.

Resource Finder

You are an enthusiastic and dynamic individual, usually of an extroverted temperament. You have very good communication skills. You are able to seek out new opportunities and contacts. You are not very original, but you are able to grasp the ideas of others and develop them further. You are adept at figuring out what needs to be done and whether it is realistic and achievable. Because of your open nature, you are happily accepted by others. You are relaxed with a tendency to be curious and tend to see an opportunity in anything new. You need suggestions from others, otherwise your enthusiasm quickly diminishes. You are especially beneficial to the team through your ability to seek out opportunities and inform others of the team's work. You are most adept at making external contacts and negotiating. You are always alert when information needs to be gathered from others.

Evaluator



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You are very nervous and cautious. You resist too much enthusiasm. You are slow to make decisions. You have to think and consider everything carefully first. You have the ability to think critically. You are able to make careful decisions taking all possible circumstances and influencing factors into account. You are good thinkers who are rarely wrong. You are especially useful to the team because of your ability to analyze problems, evaluate proposals and ideas. You can find both the pros and cons. You may come across as a boring person who is overly critical. You often occupy strategic places and high positions.

Worker

You have a sense of practicality and discipline. You prefer hard work and systematic problem solving. Your loyalty to your employer is less dependent on self-interest. You are reliable and able to apply a wide variety of knowledge. However, you lack spontaneity and show some signs of strictness. You are particularly sought after for your reliability and adaptability. You always do what must be done. You often reach high managerial positions and have very good organisational skills.

The Humanizer

You are the team's biggest support. You are gentle, sociable and interested in the feelings of others. You adapt easily and happily to different situations and people. You are perceptive and diplomatic. You are generally well-liked by team members and are a very good listener. You act with sensitivity to a particular situation but tend to be indecisive in critical situations. You prevent conflicts that threaten within the team. You enable effective negotiation. You do not threaten anyone and are popular even as a supervisor. You bring the team together and morale is better under your leadership with people working together more and better.

Tightener

You have great energy to complete a project or task, you are attentive and perceptive to detail. You won't start anything you wouldn't be able to finish. You are motivated by your inner zeal, even though it may not look like it on the outside. You are a typical introvert and need very few impulses and stimuli. You find it difficult to tolerate haphazard solutions. You prefer to solve tasks on your own. You are important to the team where tasks require a high degree of focus and attention. You have a sense of urgency and are good at meeting deadlines. In management, you excel in high standards, concern for precision, attention to detail and careful completion of action.



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