



Sixteen Types in Eight Team Roles

<https://www.smashwords.com/books/view/612007>

Team reflection and dialogue

Each member of the team writes his or her name in a chart of the eight team roles (A3 paper size or larger).

You can find a chart in the PowerPoint presentation *Team roles—Linear model*.

Write your names with the **color green** in the boxes of the three team roles that you, in theory, prefer (see the PowerPoint presentation *Team Roles—Key Words*).

Dialogue in the group from the following questions

- Do you actually cover the three roles that you, in theory, prefer?
 - What's the opinion of the person concerned?
 - What does the group think about the other members?
 - What has a possible observer (manager, consultant, supervisor) noticed?Mark your names with an underscore in the boxes of the roles you agree upon.

- What team roles do you additionally cover?
 - What's the opinion of the person concerned?
 - What does the group think about the other members?
 - What has a possible observer (manager, consultant, supervisor) noticed?Write your names with the **color blue** in the boxes of the roles you agree upon.

- Are there team roles that are not covered by the team?
- Are there team roles that are strongly represented?
- Are there team roles with just one actor?
 - What are the consequences for the group's handling of its assignments?
 - How does it influence the cooperation?
 - How does it feel being the only person covering this particular role?

- What team roles should be covered or strengthened in the future?
 - Write names with the **color red** of group members that are willing to develop the relevant role.
 - What initiatives must be taken by group members, management, or others to make it happen?