ROLE ASSIGNMENT

Situation	Description	Strenghtened roles	Team members	Muted roles	Team members
Start Initiation	The objectives, goals and meaning of the meeting, project or organisation are explained.	**Facilitator** Enforcer Teambuilder		Analyser	
Information acquisition / distribution	One or more people share information with others (dialogue is also possible).	**Explorer** Enforcer Analyser		Micromanager	
Definition Focusing	Situation, challenge or problem is focused and described.	**Analyser** Enforcer Micromanager		Innovator	
Clarification Classification Modelling	Information or objectives are categorised and analysed. Conclusions are made and tasks are defined.	**Analyser** Doer Enforcer		Explorer	
Ideating Creating anew	Ideas and solutions are created with several creativity tools.	**Innovator** Facilitator Explorer		Analyser	
Filtering	The most potential ideas are filtered out and alternative options narrowed down.	**Analyser** Enforcer Doer		Innovator	
Agreeing responsibilities	The responsibilities for each task are discussed and negotiated, for example on the basis of available time and competencies.	**Doer** Analyser Micromanager		Teambuilder	
Monitoring Follow-up	Progress or current status is evaluated on the basis of the feedback.	**Analyser** Doer Enforcer		Micromanager	
Grounding Attaching Hygge	Objectives or concepts are concretised for the team.	**Enforcer** Teambuilder Explorer		Analyser	
Conflict	Team is dysfunctional due to conflict between team members.	**Teambuilder** Facilitator Innovator		Analyser	
Conclusion Closure	The meeting or situation is closed.	**Doer** Enforcer Analyser		Micromanager	