

## TEAM ROLE SUMMARY

Team role	Strengths	Possible weaknesses	Unacceptable behaviour
<b>Doer</b>	Disciplined, reliable, conservative and efficient. Turns ideas into action.	May stick to old ways of working.	Inflexible. Grasps new opportunities slowly.
<b>Enforcer</b>	Challenging and dynamic. Overcomes obstacles.	May be provocative and short-tempered.	Behaves aggressively to speed up teamwork.
<b>Teambuilder</b>	Cooperative, gentle, receptive and diplomatic. Listens to people and smoothes out inter-team relationships.	May not be able to make decisions on important topics and during crises.	Avoids pressure and conflicts at all costs.
<b>Explorer</b>	Explores opportunities, develops relationships. Extrovert and enthusiastic. Good communicator.	May lose interest rapidly. May focus more on topics that are external to the team.	Lets team members down due to insufficient follow-up of agreed tasks or ideas. Loses contact with his own team.
<b>Innovator</b>	Creative, imaginative and unusual. Solves difficult problems.	May get stuck on his own ideas and discard practicalities.	Does not pay attention to detail. Stays deep in his thoughts and communicates unclearly.
<b>Analyser</b>	Serious strategist and observer of surroundings. Sees all options and makes justified decisions.	May be sceptical due to his logic. May not be able to inspire others.	Cynical without logic. Refuses to work with other team members. Diminishes others' ideas.
<b>Micromanager</b>	Thorough, careful and enthusiastic. Seeks out mistakes and deficiencies. Delivers within agreed schedule.	May be a perfectionist and focus too much on details. May slow down progress.	Compulsive behaviour. Finalises tasks that have already been completed over and over again.
<b>Facilitator</b>	Good chairperson. Clarifies objectives and enhances decision-making. Delegates well.	May be lazy if he can delegate his tasks to someone else.	Takes credit for the team's work. Detaches himself from teamwork.