

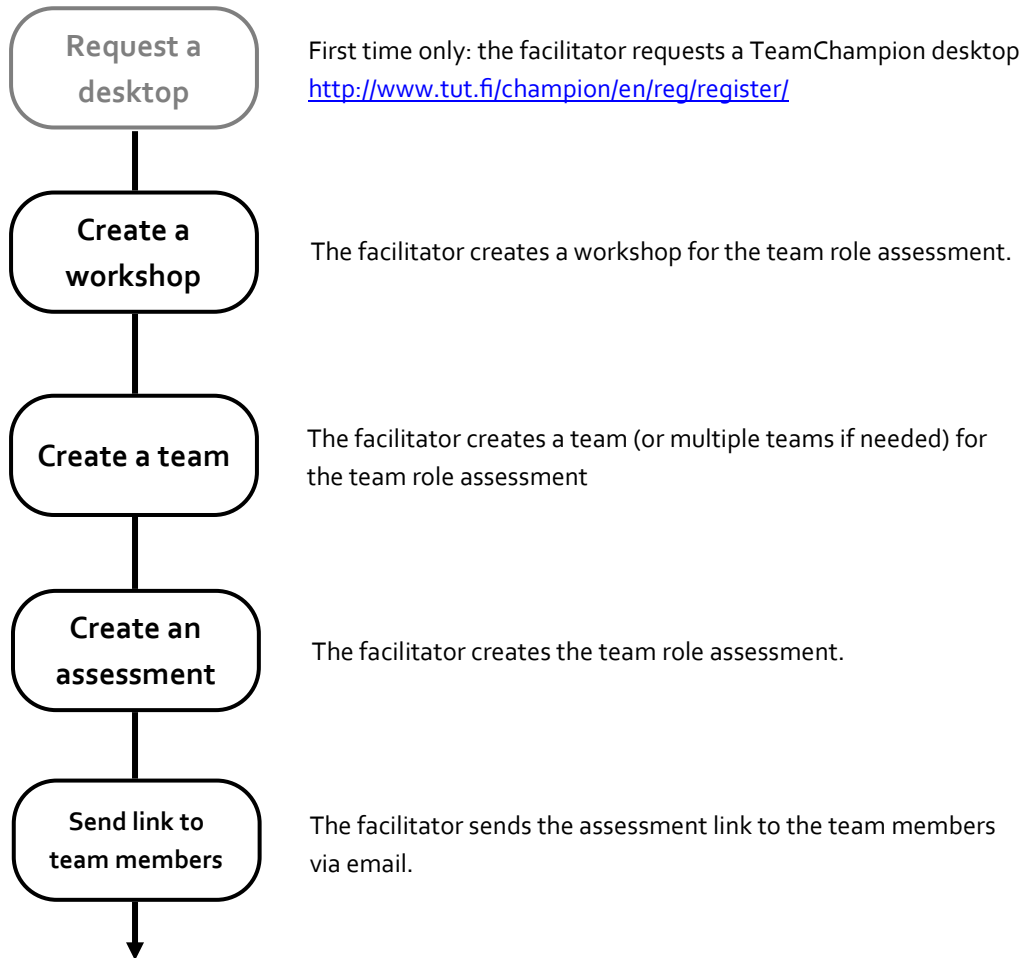


**TeamCHAMPION**

<https://wiki.tut.fi/ChampionTools/>

# TeamChampion workshop guide for the facilitator

### How to create a team role assessment?

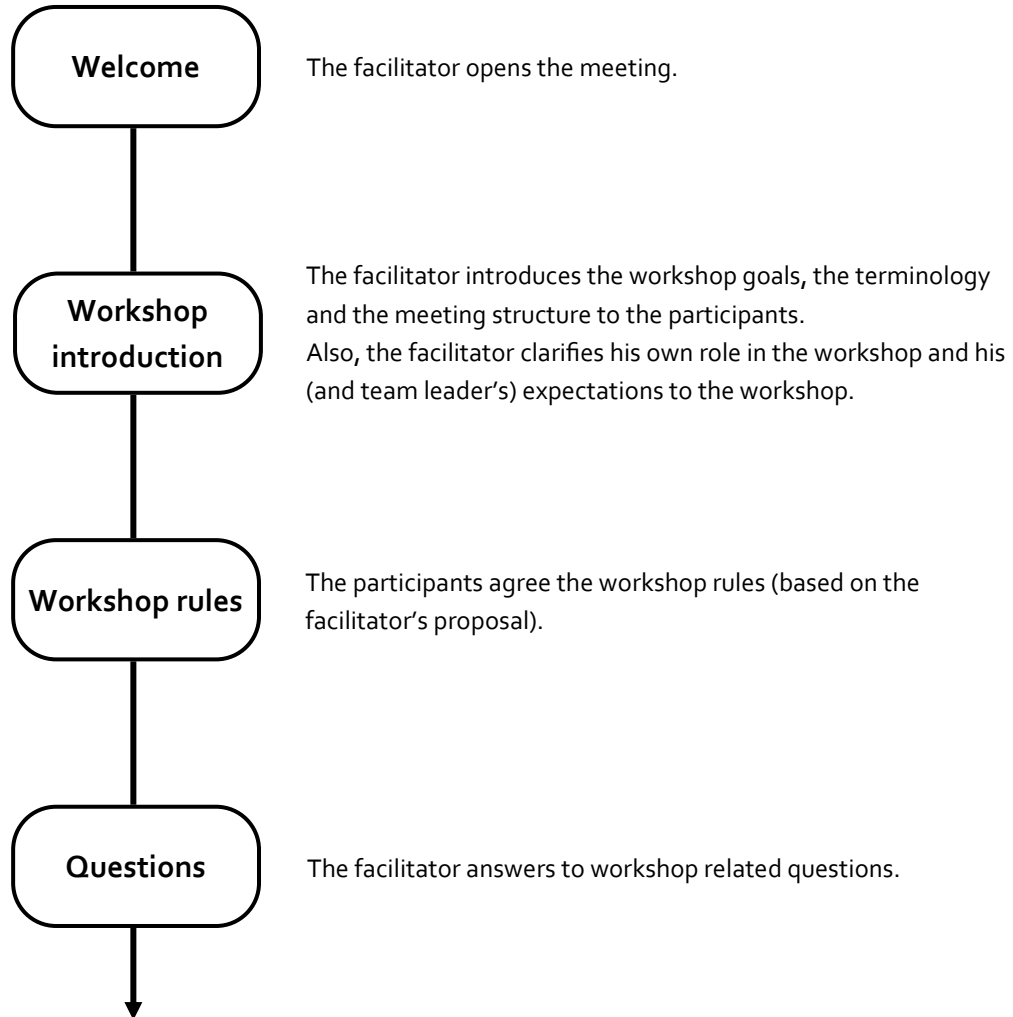


Team members  
answer the questionnaire



## *What will happen in a workshop?*

# 1. INTRODUCTION





### *What are the team situations?*

#### Challenging situations

The participants discuss what kind of situations are challenging for their team. The facilitator guides the discussion and documents it.

Challenging situations are written in format "How to...?", e.g.  
*How to acquire needed information to support decision making?*  
*How to agree responsibilities within the team?*  
*How to follow up the progress of agreed actions?*

#### Team situations

The facilitator presents the different team situations for the participants (*team situation details are available in wiki <https://wiki.tut.fi/ChampionTools/ChampionToolsTeam>*).

The participants discuss which of the presented team situations are challenging for them.

The participants select which team situations they will focus on later in the workshop.



### What are the team roles?

#### Team roles

The facilitator introduces the idea of team roles to the participants and explains the differences between a team role and a work role.

The facilitator presents the different team roles, including their strengths and weaknesses (*team role related material is available in wiki <https://wiki.tut.fi/ChampionTools/ChampionToolsTeam>*).

#### Team role profile example

The facilitator presents his own team role profile.

*The facilitator's team role profile can be real or an imaginary profile created for the workshop.*

He explains his strong and weak roles, as well as, his strengths and weaknesses in different team situations.

*The facilitator needs to remain the participants that the presented example profile illustrates his team role(s) in his own (or imaginary) team. Therefore, his facilitator role may not be as strong as it is in this particular workshop.*

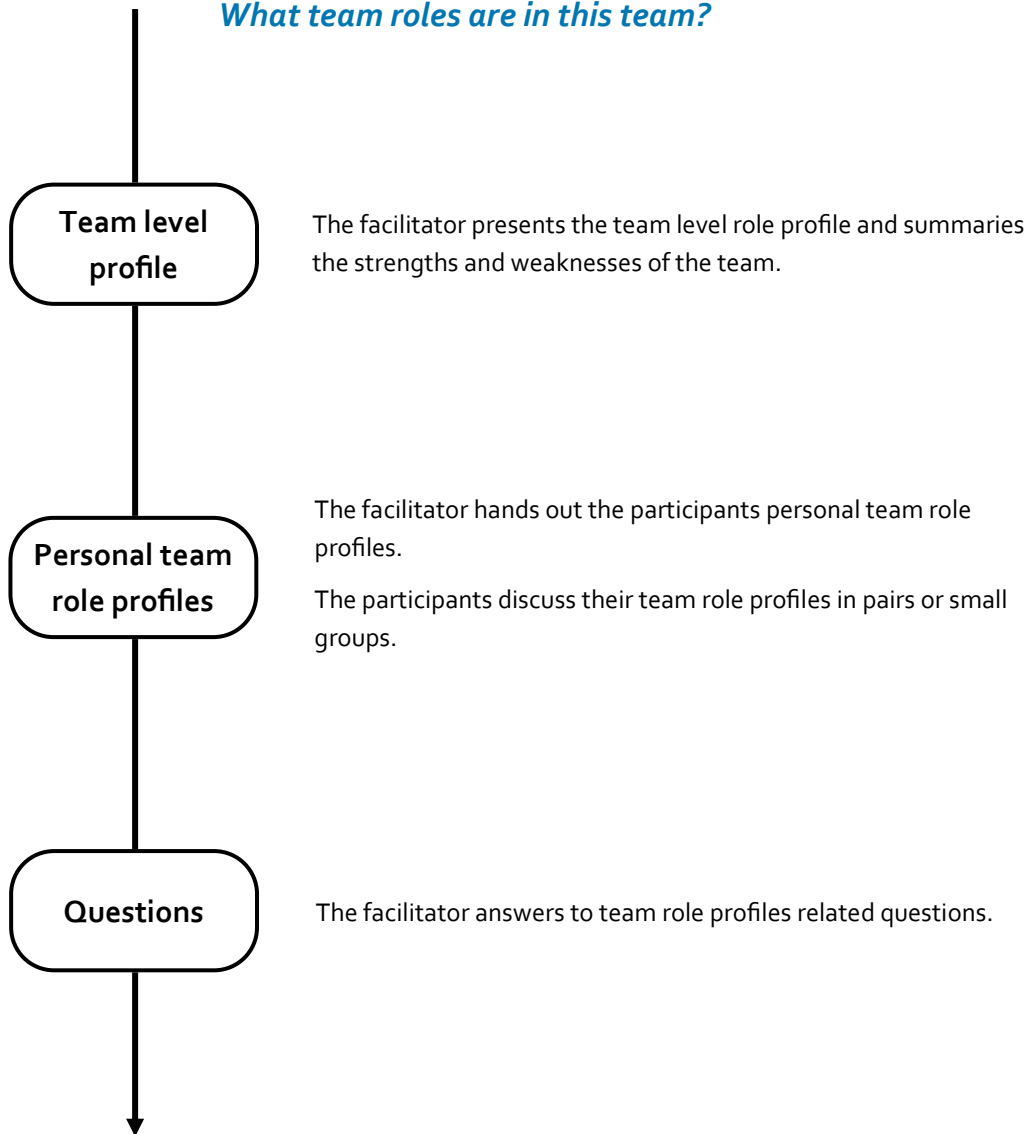
## 4. ASSESSMENT RESULTS

TeamChampion workshop guide

[wiki.tut.fi/ChampionTools](http://wiki.tut.fi/ChampionTools)



### *What team roles are in this team?*





### What do the team roles mean in practice?

#### Team roles in team situations

The facilitator introduces the idea of situational leadership and how the team roles support or inhibit the team work in certain situations (*support material for the facilitator is available in wiki <https://wiki.tut.fi/ChampionTools/ChampionToolsTeam>*).

The participants discuss how the team roles (in team level) affect the team work in practice. The facilitator guides the discussion.

Also, the facilitator reminds the team about the challenging situations discussed earlier in the workshop.

#### Role agreement

The participants discuss who could act in strengthened and muted roles in different team situations.

The agreed "casting" is documented in *Strengthened and muted roles form* (*template is available in wiki <https://wiki.tut.fi/ChampionTools/ChampionToolsTeam>*).

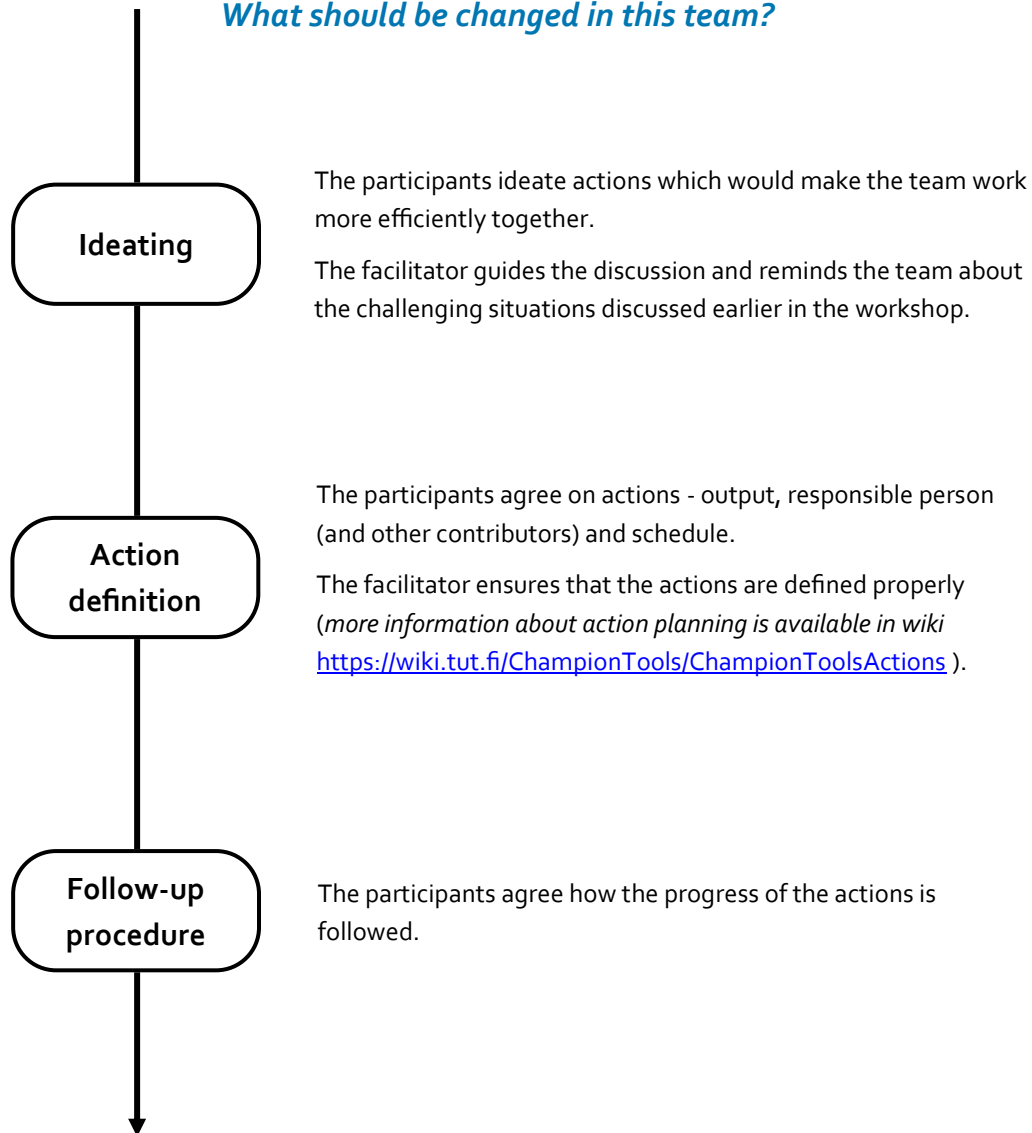
## 6. ACTION PLAN

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### *What should be changed in this team?*

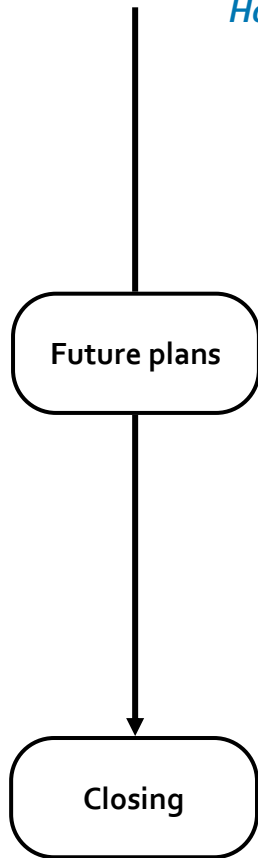






10 min

### *How do we proceed?*



The facilitator asks each participant what they have learned in the workshop and what additional value the workshop brings to the team work.

The participants agree how the team role assessments and related workshops will be arranged in the future. The facilitator documents the decisions.

The facilitator summarise all decision made in the workshop and closes the meeting.

## *What materials are needed in a workshop?*

### **Printed team role profiles**

- Team level profile (at least the summary page)
- Individual team role profiles (radar pictures for each participant)

### **Printed team role information for participants**

Team role summary charts

<https://wiki.tut.fi/ChampionToolsTeam>

### **Facilitator's support material**

<https://wiki.tut.fi/ChampionToolsTeam>

- Team situations
- Team roles
- Team roles in team situations

### **Templates**

- Strengthened and muted roles

<https://wiki.tut.fi/ChampionToolsTeam>

- Action plan

<https://wiki.tut.fi/ChampionToolsActions>