

TEAMWORK QUESTIONNAIRE

This short questionnaire will help you discover your style when working in groups or teams.

Throughout the questionnaire imagine yourself as a member of a small group or team, of six or so people.

Simply read each item, there are 40 altogether, and decide as **honestly** as you can whether you often, sometimes or rarely behave in the way described.

Indicate whether it is often, sometimes or rarely in the appropriate box beside each item.

		often	sometimes	rarely
I go out of my way to encourage people in the group.	1.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am inclined to get impatient with people who 'beat about the bush'.	2.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I urge the group to stick to plans and schedules and meet deadlines.	3.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
When there are different opinions within the group, I encourage people to talk their differences through to a consensus.	4.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I can be counted on to contribute original ideas.	5.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I use humour to ease tensions and maintain good relationships.	6.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I seek common understanding prior to making decisions.	7.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I listen carefully to what others have to say.	8.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I avoid getting involved with conflicts.	9.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can quickly see what is wrong with unsound ideas put forward by others.	10.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I openly communicate the whys and wherefores of a situation.	11.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I am always ready to back a good suggestion in the common interest.	12.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tend to put forward lots of ideas.	13.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I draw people out whenever I sense they have something to contribute.	14.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
When things aren't progressing well I push ahead and get the job done.	15.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I develop other people's ideas so that they are improved.	16.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I tend to change my mind after listening to other people's points of view.	17.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tend to seek approval and support from others.	18.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't mind being unpopular if it gets the job done.	19.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I actively seek ideas and opinions from other people.	20.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am a friendly person and find it easy to establish a good rapport with others.	21.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I am careful not to jump to conclusions too quickly.	22.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am good at noticing when someone in the group is feeling aggrieved and upset.	23.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I enjoy analysing situations and weighing up alternatives.	24.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I can work well with a very wide range of people.	25.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I have a reputation for having a no-nonsense 'call a spade a spade' style.	26.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I like to feel I'm fostering good working relationships.	27.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I tend to be forceful and dynamic.	28.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I like to anticipate probable difficulties and be prepared for them.	29.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I press for action to make sure people don't waste time or go round in circles.	30.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I can usually get people to agree on a course of action.	31.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
When people have second thoughts, I urge them to press on with the task in hand.	32.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I like to ponder alternatives before making up my mind.	33.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I tend to be open about how I am feeling.	34.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People sometimes think I'm being too analytical and cautious.	35.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
In discussions I like to get straight to the point.	36.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
While I'm interested in all views I do not hesitate to make up my mind when a decision has to be taken.	37.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Flippant people who don't take things seriously enough irritate me.	38.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I am able to influence people without pressurising them.	39.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I like to think things through before doing something.	40.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

HOW TO SCORE AND INTERPRET YOUR QUESTIONNAIRE

Which role or roles are you best suited to? Is it possible that you are an all-rounder equally at home with each of the four roles? Most people however, have a role that fits best with their style and another one or two roles that they can utilise if need be. The four roles are **Leader, Doer, Thinker, Carer**.

The maximum score for each role is 20. Your highest total score indicates the role you are best suited for. Your next highest indicates your back up role or roles. Low scores, say of 9 or below, suggest you are not comfortable with that particular role or roles. If your scores are all around the 15 mark whilst there might be a preference for one or two roles, it suggests you are flexible enough to adopt any of the four roles.

item	often	Some times	item	often	Some times	item	often	Some times	item	often	Some times
1	/		2			5	/		6		
4			3		/	10			9	/	
7	/		15	/		13			12	/	
8	-		19			16		/	17	/	
11			26			22	/	/	18	/	
14		/	28			24		/	21		
20	/		30			29	/	/	23	/	
31			32			33	/	/	25		/
37		-	36		/	35			27		/
39			38		-	40	-		34		/
Total of items marked often			Total of items marked often			Total of items marked often			Total of items marked often		
4			1			5			5		
Multiply X 2			Multiply X 2			Multiply X 2			Multiply X 2		
8			2			10			10		
Total of items marked sometimes		2	Total of items marked sometimes		3	Total of items marked sometimes		2	Total of items marked sometimes		2
GRAND TOTAL		10	GRAND TOTAL		5	GRAND TOTAL		12	GRAND TOTAL		12
LEADER			DOER			THINKER			CARER		

LEADER Making sure that objectives are clear and agreed and that everyone is involved and committed.

DOER Urging the team to get on with the task in hand

THINKER Producing carefully considered ideas and weighing up and improving ideas from other people

CARER Easing tensions and maintaining harmonious working relationships

Use Numbers

To improve my ability to use numbers, I can practice applying them in everyday situations. I can calculate discounts while shopping, track my weekly spending, or pay closer attention to numbers in recipes or nutrition labels. Using numbers regularly in real-life situations will help me become more confident and comfortable with them.

Communicate

To improve my communication skills, I can practice saying my ideas out loud, starting with small, low-pressure situations like talking to a friend or reading something aloud.

Work With Others

To improve my ability to work with others, I can start by contributing in small ways, such as sharing ideas, asking questions, or supporting someone else's suggestion. Taking these steps helps me participate more effectively and build stronger teamwork skills.