

TEAM DISCUSSION TOPIC MUTUAL UNDERSTANDING OF WORK STYLE PREFERENCES

Purpose

The purpose of this discussion is to enhance mutual understanding of each team member's natural work style preferences as a basis for making best use of each person.

Method

Each person is required to study their Suggested Work Style report (see the screenshot below) and pick one of the four suggested work styles which they feel most accurately describes their preference. There is no obligation to select the top suggested work style if it is felt that one of the other three is more appropriate.

1. Write each team member's name on the flipchart.
2. Alongside each name record the selected natural preferred work style for the person. (In the example shown it may be *Exploiting Opportunities*, the top suggested work style or any of the other three examples.)
3. When recording the natural preferred work style for each person it is suggested that the explanatory text for the chosen work style is read out and, if possible, a workplace example of this style of work given.

















Ask the facilitator to clarify anything you are uncertain about.

Time allowed: 15 minutes.

Suggested Work Styles

This report looks at the combination of your top Team Roles and suggests working styles that may be suitable. Phrases are provided which summarise the relevant working styles.

This report is based on your Self-Perception plus 5 Observer Assessments.

Team Roles				Work Style
1	2	3	4	
				<p>Exploiting Opportunities</p> <p>“ I like to be given responsibility for grasping opportunities and driving things forward. ”</p>
				<p>Facilitating</p> <p>“ Networking and enabling people to interact more effectively are what I do best. ”</p>
				<p>Weighing up Options</p> <p>“ I enjoy finding out what's going on elsewhere and considering what could be relevant to us. ”</p>
				<p>Controlling</p> <p>“ I like taking overall responsibility for ensuring collective goals are met. ”</p>

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