

Exercise: TEAM Interpersonal Style Evaluation

This informal survey is meant to help you understand and identify your unique interpersonal style in working with a team. It focuses on individual and group team dynamics and your role within such dynamics.

Instructions -

Read each statement below. In each pair, choose the one statement that describes you most when you're working with your team. Both statements may be true of you, but choose the one that applies to you in the most situations, most often, with the most people. Then, circle the letter in front of that statement.

1	D	I am often direct and frank in team meetings.
	C	I tend to be reserved and careful in team meetings.
2	D	I take control when there are crisis situations my team is confronted with.
	C	I tend to be more reflective and to see what happens before taking action when a crisis occurs.
3	B	My decision making with the team is usually based on intuition and feelings that I have or that are raised by team members.
	A	My decision making is usually based on facts, logic, and specific information I have or that is communicated by team members.
4	A	I tend not to express my emotions and feelings to team members.
	B	I often express my emotions and feelings to team members.
5	D	I usually contribute information or add to team member discussions and team conversations.
	C	I seldom contribute to team member discussions or team conversations since I prefer for them to solve their own problems.
6	C	I am careful and contemplative about taking risks and accepting new, difficult challenges where the team could fail.
	D	I am quick to take risks and accept new, difficult challenges even though some may be difficult for the team to accomplish.
7	B	My facial expressions and enthusiasm in conveying my views or responding to the views of team members are greater than most people I know.
	A	I tend to be less descriptive in my facial expressions and enthusiasm in conveying my views or responding to the views of team members.
8	A	I am usually a bit difficult to get to know in interpersonal situations and in business situations.
	B	I feel like I am easy to get to know both in interpersonal situations and in business situations.
9	C	I usually make decisions deliberately, more slowly, and with forethought when I know my team will be affected.

	D	I usually make decisions deliberately quickly, spontaneously, and in the “heat of the moment.”
10	B	I am able to adapt to changing schedules and the whims of individuals around me.
	A	I am more rigid and disciplined about how I spend my time.
11	D	I tend to use strong language and sometimes expressive gestures in communicating to team members, and I feel comfortable in stating my opinions.
	C	I tend not to raise my voice, use a harsh tone, or use dramatic gestures to express my views, feelings, and opinions to team members.
12	A	I emphasize planning and detailed information about who should do what, how it should be done, and when.
	B	I emphasize spontaneity and exciting and unplanned events that capture my attention.
13	B	My conversations with team members focus on personal experiences and other people in my life.
	A	My conversations with team members focus on my job, professional experiences, and the work of other people.
14	D	I tend to sometimes bend the rules to fit my needs and the team’s needs.
	C	I always follow policies and rules in getting things done, and I encourage team members to do the same.
15	B	My body language and facial expressions tell people right away and with little doubt what I am thinking and feeling.
	A	My body language and facial expressions tend to be more reserved so as to disguise my true feelings and personal thoughts to team members.
16	B	I like to be out among my team members to get things done and to elicit their ideas.
	A	I prefer to work alone and not to be encumbered by the thoughts, ideas, and feelings of other team members.
17	D	I enjoy introducing myself to new team members and willing to talk to them about myself and personal matters.
	C	I usually let new team members introduce themselves to me rather than approaching them first, and I am reluctant to get too personally involved.
18	D	In expressing myself and my views to the teams, I often use dramatic statements such as “I think ...,” “I feel ...,” and “I believe that ...”
	C	In expressing myself and my views to the team, I often use statements that defend and justify my beliefs such as, “According to others that I have spoken to ...,” “Based on a previous conversation ...,” and “Others have found that ...”

Count and tally how many times you have circled each letter:

A _____ B _____ C _____ D _____

(The combined total should equal 18.)

Do the math to find your score:

B minus A = _____ This number serves as your X axis coordinate (X,Y)

D minus C = _____ This number serves as your Y axis coordinate (X,Y)

Within the separate TEAM axis, plot your specific (X,Y) coordinates and find the quadrant in which the score is located.

Once identifying if you are in the T, E, A, or M quadrants, read how you are best described according to your score in the separate TEAM quadrant description document.