

Self-Perception Test

After completing pages two and three, you can analyse your scores on page four, however, the information does not denote the exact roles of team members so below are suggested allocations:

Practitioner	Fills all roles
Co-ordinator	Managing Director
Task Leader	Research & Development or Commercial and Marketing Director
Ideas Person	Research & Development or Commercial and Marketing Director
Networker	Research & Development or Commercial and Marketing Director
Evaluator	Finance Director
Team Player	Operations Director
Completer	Finance Director

Self-Test

Directions

For each section distribute a total of ten points among the sentences which you think best describe your behaviour. These points may be distributed among several sentences: in extreme cases they might be spread among all the sentences or ten points may be given to a single sentence. Enter your score for each section in the Points Table on page four.

Section 1 - What I believe I can contribute to a team:

- a. I think I can quickly see and take advantage of new opportunities.
- b. I can work well with a very wide range of people.
- c. Producing ideas is one of my natural assets.
- d. My ability rests in being able to draw people out whenever I detect they have something of value to contribute to group objectives.
- e. My capacity to follow through has much to do with my personal effectiveness.
- f. I am ready to face temporary unpopularity if it leads to a worthwhile result in the end.
- g. I am quick to sense what is likely to work in a situation with which I am familiar.
- h. I can offer a reasoned case for alternative courses of action without introducing bias or prejudice.

Section 2 - If I have a possible shortcoming in teamwork it could be that:

- a. I am not at ease unless meetings are well structured and controlled and generally well conducted.
- b. I am inclined to be too generous towards others who have a valid viewpoint that has not been given a proper airing.
- c. I have a tendency to talk a lot once the group gets onto new ideas.
- d. My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues.
- e. I am sometimes seen as forceful and authoritarian if there is a need to get something done.
- f. I find it difficult to lead from the front, perhaps because I am over responsive to group atmosphere.
- g. I am apt to get too caught up in ideas that occur to me and so lose track of what is happening.
- h. My colleagues tend to see me as worrying unnecessarily over detail and the possibility that things may go wrong.

Section 3 - When involved in a project with other people:

- a. I have an aptitude for influencing people without pressurising them.
- b. My general vigilance prevents careless mistakes and omissions being made.
- c. I am ready to press for action to make sure that the meeting does not waste time or lose sight of the main objective.
- d. I can be counted on to contribute something original.
- e. I am always ready to back a good suggestion in the common interest.
- f. I am keen to look for the latest in new ideas and developments.
- g. I believe my capacity for cool judgement is appreciated by others.
- h. I can be relied upon to see that all essential work is well organised.

Section 4 - My characteristic approach to group work is that:

- a. I have a quiet interest in getting to know colleagues better.
- b. I am not reluctant to challenge the views of others or to hold a minority view myself.
- c. I can usually find a line or argument to refute unsound propositions.
- d. I think I have a talent for making things work once a plan has to be put into operation.
- e. I have a tendency to avoid the obvious and to come out with the unexpected.
- f. I bring a touch of perfectionism to any job I undertake.
- g. I am ready to make use of contacts outside the group itself.
- h. While I am interested in all views, I have no hesitation in making up my mind once a decision has been made.

Section 5 - I gain satisfaction in a job because:

- a. I enjoy analysing situations and weighing up all possible choices.
- b. I am interested in finding practical solutions to problems.
- c. I like to feel I am fostering good working relationships.
- d. I can have a strong influence on decisions.
- e. I can meet people who may have something new to offer.
- f. I can get people to agree on a necessary course of action.
- g. I feel in my element where I can give a task my full attention.
- h. I like to find a field that stretches my imagination.

Section 6 - If I am suddenly given a difficult task with limited time and unfamiliar people:

- a. I would feel like retiring to a corner to devise a way out of the impasse before developing a line.
- b. I would be ready to work with the person who showed the most positive approach.
- c. I would find some way of reducing the size of the task by establishing what different individuals might best contribute.
- d. My natural sense of urgency would help to ensure that we did not fall behind schedule.
- e. I believe I would keep cool and maintain my capacity to think straight.
- f. I would retain a steadiness of purpose in spite of the pressures.
- g. I would be prepared to take a positive lead if I felt the group was making no progress.
- h. I would open up discussions with a view to stimulating new thoughts and getting something moving.

Section 7 - With reference to the problems to which I am subject when working in groups:

- a. I am apt to show my impatience with those who are obstructing progress.
- b. Other may criticise me for being too analytical and insufficiently intuitive.
- c. My desire to ensure that work is properly done can hold up proceedings.
- d. I tend to get bored rather easily and rely on one or two stimulating members to spark me off.
- e. I find it difficult to get started unless the goals are clear.
- f. I am sometimes poor at explaining and clarifying complex points that occur to me.
- g. I am conscious of demanding from others the things I cannot do myself.
- h. I hesitate to get my points across when I run up against real opposition.

Points Table for Self-Perception Inventory

Section	A	B	C	D	E	F	G	H
1								
2								
3								
4								
5								
6								
7								

Transfer the scores above into the Analysis Sheet below. Your highest column score in the Analysis Sheet indicates your predominant talent.

Analysis Table

Section	PR	CO	TL	IP	NW	ER	TP	CR
1	g	d	f	c	a	h	b	e
2	a	b	e	g	c	d	f	h
3	h	a	c	d	f	g	e	b
4	d	h	b	e	g	c	a	f
5	b	f	d	h	e	a	c	g
6	f	c	g	a	h	e	b	d
7	e	g	a	f	d	b	h	c

PR – Practitioner
 CO – Co-ordinator
 TL – Task Leader
 IP – Ideas Person

NW - Networker
 ER – Evaluator
 TP – Team Player
 CR - Completer

Distribution of Scores

	Low	Average	High	Very High	Average Scores
PR	0-6	7-11	12-16	17-23	10.0
CO	0-6	7-10	11-13	14-18	06.6
TL	0-8	9-13	14-17	18-36	11.6
IP	0-4	5-8	9-12	13-29	07.3
NW	0-6	7-9	10-11	12-21	07.8
ER	0-5	6-9	10-12	13-19	08.3
TP	0-8	9-12	13-16	17-25	10.9
CR	0-3	4-6	7-9	10-17	05.5

The distribution of scores is derived from a large sample of managers and others over several years. If you have a strong talent in one category, your score will show as high or very high. Taking Practitioner as an example, the average score is 10 but scores for this talent can rise as high as 23.