

Am I the best in my team?

We need to lighten
the load.
Who is the least effective
team member?



Local Trust | Big Local

Cathy Shimmin, Senior Training Manager

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helping you
to help others

What drives you mad?



Annoying Behaviours in a Team

Offloads work

Over critical

Won't delegate - precious

Easily bored

Afraid to challenge

Ignores people's feelings

Too busy to communicate

Doesn't see Big Picture

Worries unnecessarily

Indecisive

Uncertainty

Over optimistic - Pollyanna

Afraid to challenge



Allowable Human Weaknesses??

Over
critical

Won't
delegate -
precious

Easily
bored

Offloads
work

Ignores
people's
feelings

Afraid to
challenge

Too busy to
communicate

Doesn't see
Big Picture



Indecisive

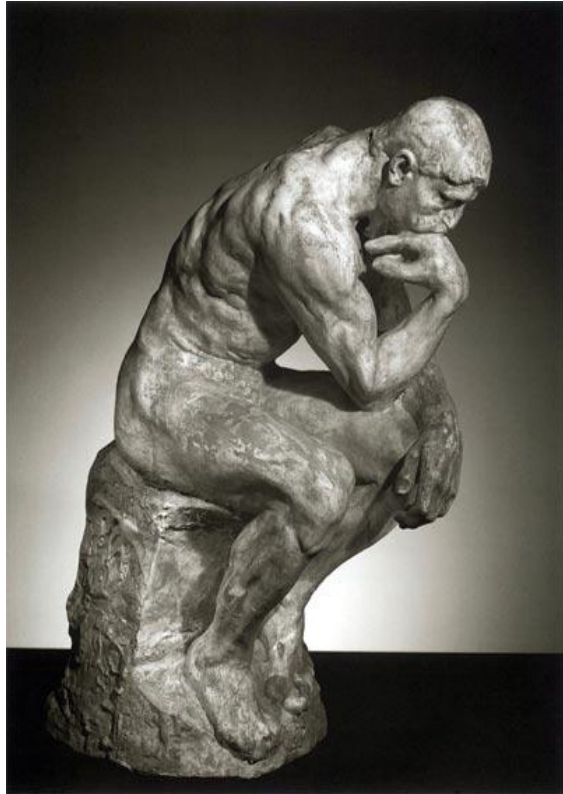
Worries
unnecessarily

Afraid to
challenge










Uncertainty

Over
optimistic -
Pollyanna

A thought someone
shared with me



**“Isn’t it funny how we judge
others by their behaviour,
but we judge ourselves
by our motives”**

Team Role	Contribution	Allowable Weaknesses
Plant 	Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.	Ignores incidentals. Too preoccupied to communicate effectively.
Resource Investigator 	Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.	Over-optimistic. Loses interest once initial enthusiasm has passed.
Co-ordinator 	Mature, confident, identifies talent. Clarifies goals. Delegates effectively.	Can be seen as manipulative. Offloads own share of the work.
Shaper 	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.	Prone to provocation. Offends peoples feelings.
Monitor Evaluator 	Sober, strategic and discerning. Sees all options and judges accurately.	Lacks drive and ability to inspire others. Can be overly critical.
Teamworker 	Co-operative, perceptive and diplomatic. Listens and averts friction.	Indecisive in crunch situations. Avoids confrontation.
Implementer 	Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.	Somewhat inflexible. Slow to respond to new possibilities.
Completer Finisher 	Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.	Inclined to worry unduly. Reluctant to delegate.
Specialist 	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.	Contributes only on a narrow front. Dwells on technicalities.



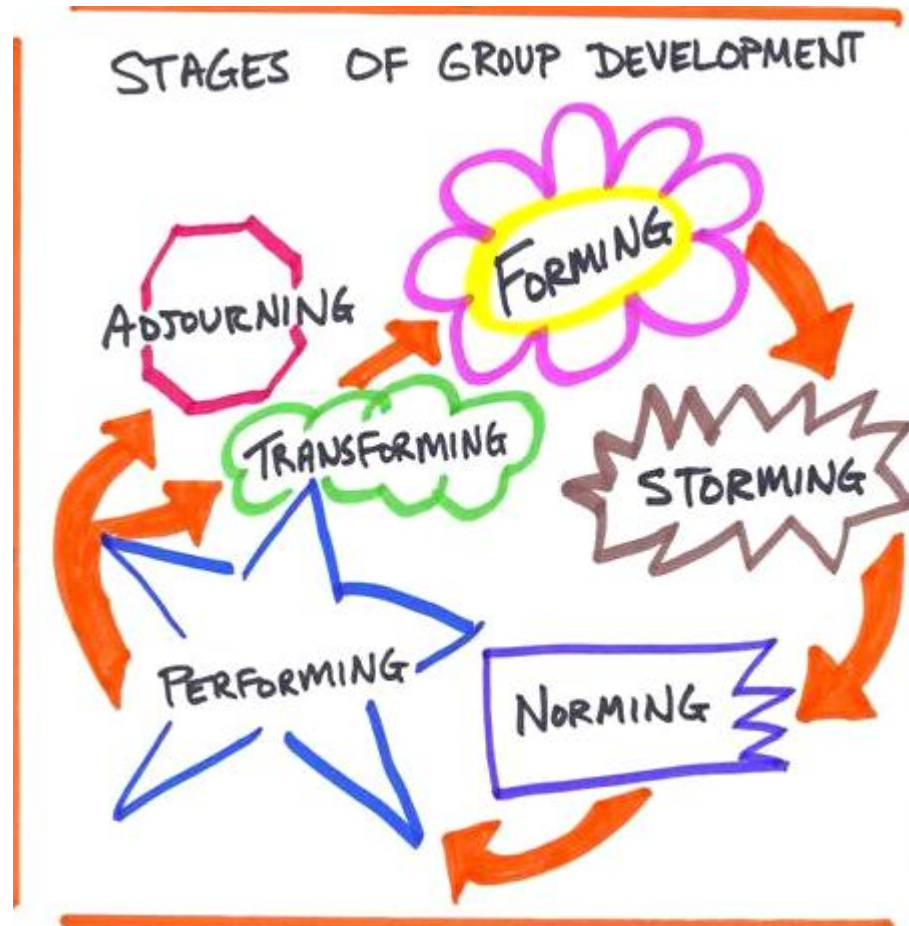
Can you reframe your perception?



Benefits of a Re-frame



Tuckman's Team Development Model



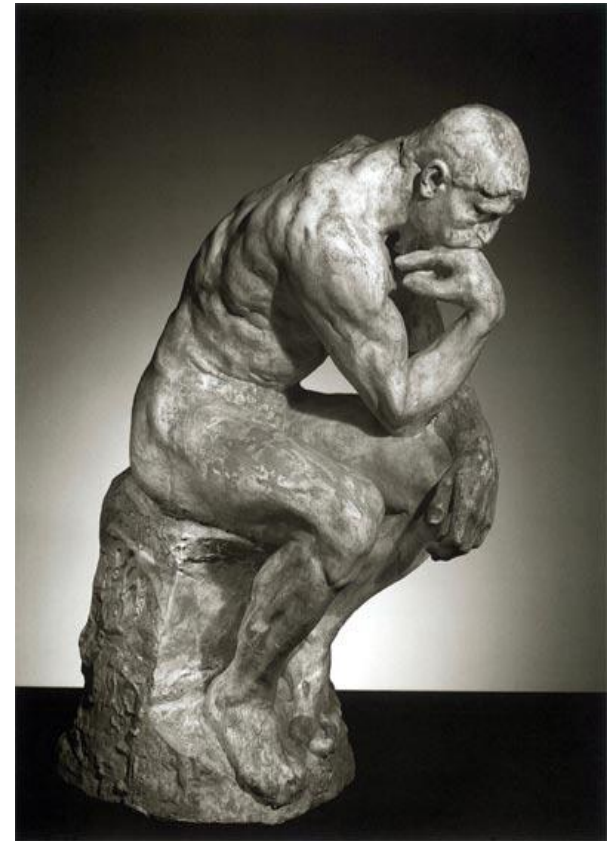
Reflection and Action

Reflection

Thinking about your team development, where they are and what you bring to the team

Action

What can you do to support the team at this stage and through to the next stage?



Further Training, contact

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