

Management Team Roles Indicator (MTR-i)



Name: Jon Warner
Date of Print: Tuesday, 21 January 2003
Email: jon_warner@msn.com.au

Any individual or team based discussions should ideally be based upon a thorough investigation of the person's experience, education, aptitude, team position or role and career opportunities, coupled with their personal circumstances.

© Copyright 2000 Steve Myers. All rights reserved.
Distributed by The Test Agency

Management Team Roles Indicator (MTR-i)

Table of Contents

Introduction

Your Individual Scores

Your Type Indicators

**Conductor Summary
Conductor Type Indicators**

**Curator Summary
Curator Type Indicators**

**Scientist Summary
Scientist Type Indicators**

**Sculptor Summary
Sculptor Type Indicators**

**Explorer Summary
Explorer Type Indicators**

**Innovator Summary
Innovator Type Indicators**

**Coach Summary
Coach Type Indicators**

**Crusader Summary
Crusader Type Indicators**

Personal Stretch Team Results

Team Decision Making

Development Planning Worksheet

Management Team Roles Indicator (MTR-i)

Introduction

In 1921 the psychologist Carl Jung published a theory, which identified some important 'mental muscles' that people use in everyday life. During the mid 20th century, Katherine Briggs and Isabel-Briggs Myers used Jung's ideas to develop the Myers-Briggs Type Indicator ® - a questionnaire that helps you identify which mental muscles you prefer. The MTR-i is a further adaptation of Jung's theory that helps you identify which mental muscles you are using most.

The difference between preference and usage of mental muscles can be illustrated by writing your name with your preferred hand, and then writing it again with your other hand. This probably shows that you have a clear preference for one hand. But for many everyday tasks -such as eating a meal, driving a car, or playing golf - you use both hands. And the hand you use to steer whilst driving is not necessarily your preferred hand - it depends whether the car is designed to be left or right hand drive. In a similar way, you probably have a preference for certain mental muscles, but you use all of them.

The MTR-i questionnaire helps you identify which mental muscles you are currently using most, which may be different from your preference. It therefore indicates what type of contribution you are making to your work team.

The mental muscles are:

- Sensing, which shapes things or information to reflect known experience: taking action to produce tangible outcomes, or clarifying information so that it can be more clearly understood.
- Intuition, which uncovers new potential in things, people or ideas: changing the way things are done to see if something new and better can be found, or dreaming up new, innovative ideas.
- Thinking, which introduces a logical structure into the team's work or analysis: systematizing the way things are done, or producing mental models that explain how the world works.
- Feeling, which assigns value to people, things, ideas or information: building harmony and team spirit, or stressing the importance of certain ideas or beliefs.

Extraverted Team Roles

When a mental muscle is used in order to change some aspect of the outer world then the mental muscle is 'extraverted'. Extraverted team roles appear on the outside of the MTR-i team wheel. Such roles often involve taking action, discussing things with people, or interacting with machinery. For example, the purpose of a sales discussion is to 'make the sale': to make the customer do something - to say 'yes' and sign the order form. Another example might be answering the telephone on a customer care help-line: the aim is to solve the customer's problem, resolve the complaint, and leave the customer feeling satisfied with the service they have received. These are examples of changes being made in the 'outer world'. Other examples include: running a training course, chairing a meeting or nursing someone in poor health.

Introverted Team Roles

When a mental muscle is used in order to change some aspect of the inner world, of ideas or information, then the mental muscle is 'introverted'. The team roles on the inside of the team wheel are introverted. Such roles often involve making changes to the person's own thoughts or understanding, the product of which is information, or ideas. For example, the purpose of analyzing sales statistics may be to identify the most profitable markets or products. This leads to clearer knowledge, or a better understanding, which is an 'inner world' product. Other examples of introverted products include: clarifying a customer's requirements, anticipating future needs, working out how a computer program works, or focusing on the most important thing in a list of tasks. There is one potential drawback of inner world products: they are not immediately apparent to others, because we have no way of reading each other's minds. In order for the team to gain the benefit from introverted team roles, or the inner world product, then the ideas, information or understanding that has been generated has to be articulated. This is often done either by discussion during team meetings, or the creation of some written record, such as a report or email.

Management Team Roles Indicator (MTR-i)

Introduction

This output report provides extensive information to help individuals to:

- clarify the team roles that you and colleagues are undertaking within the team
- recognize and understand the implications of the roles you are undertaking, both for yourself and for the team
- recognize potentially-destructive team dynamics, so that you can avoid them and make your contributions to the team more productive
- plan how to build on potential team strengths and mitigate against potential team weaknesses
- reduce your stress levels, or increase your personal development, through managing where and how you are 'stretched' (the 'stretch' is the difference between your personality preferences and the team role you undertake)
- implement a process that enables your team to make high-quality decisions consistently
- improve both individual and team performance

This report contains a summary of the MTR-i team roles that arise from use of the mental muscles, including a description of each team role and the main contribution that is made to the team's success, and the types of activity that can hinder creativity.

At the end of the report some suggestions are made of potential strengths and weaknesses of the team if each role is over-represented or under-represented. Also, a methodology for high-quality problem-solving and decision-making based on the MTR-I is outlined.

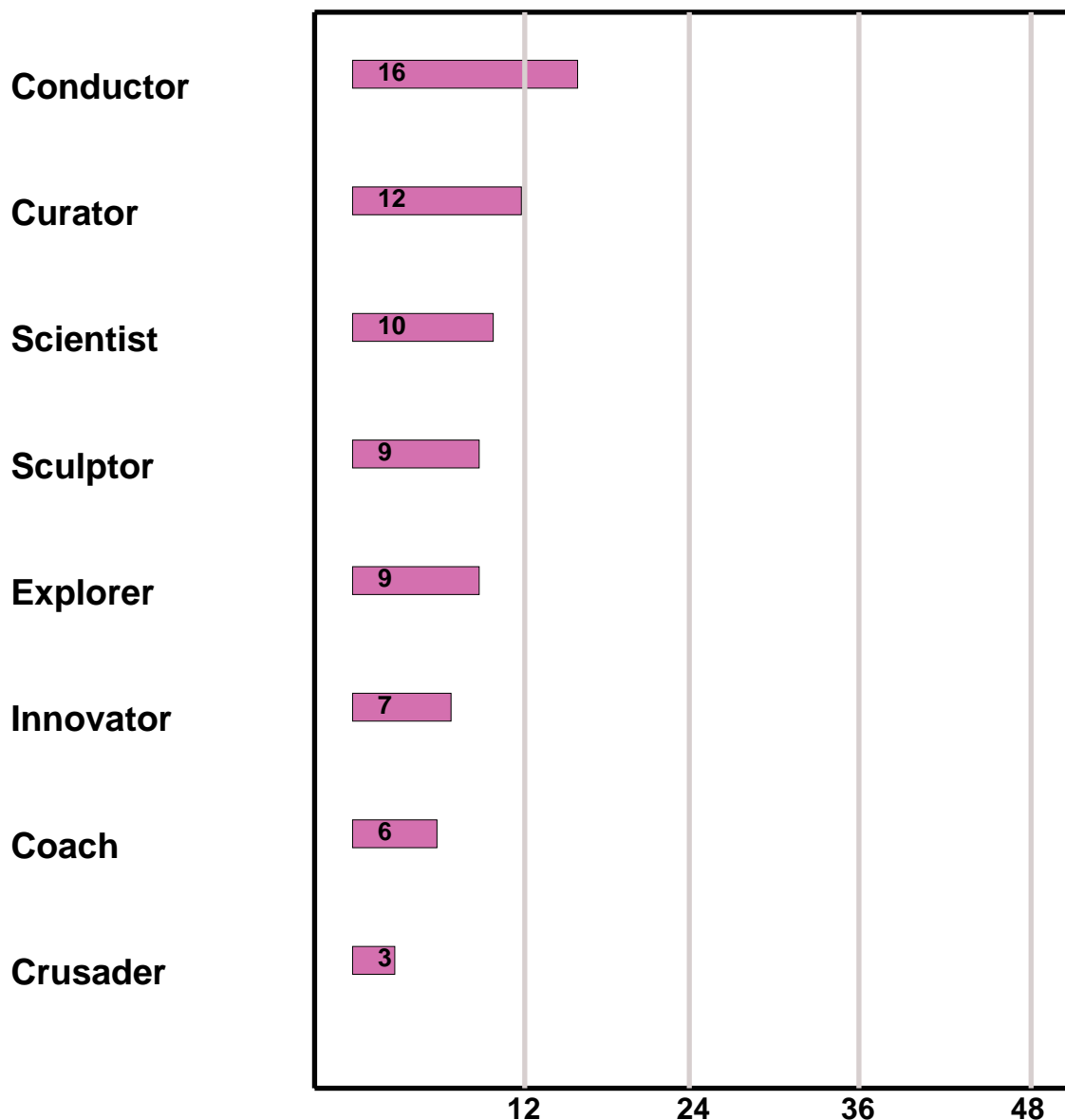
Management Team Roles Indicator (MTR-i)

Your Individual Scores

The MTR-i is designed to show the type of contribution each individual makes to a team. MTR-i team roles can change from situation to situation depending upon the demands of a work environment. The MTR-i looks at work roles, and enables a comparison between your innate preference for and daily usage of your mental muscles.

Your MTR-i Team Roles

The following is a rank ordering of your MTR-i team roles based upon your responses to the survey. They are arranged from your highest to your lowest scoring team role, and each is accompanied by a brief description of that role. An extensive explanation of each role can be found in this report.



 **Your Individual Scores**

The MTR-i questionnaire is 'ipsative' (that is, the scores always add up to the same total - 72 points). For such questionnaires, the scores themselves have no meaning - what is important is the ranking of the team roles (that is which one scores highest, which one scores lowest, etc.). The scores are provided for information only.

Management Team Roles Indicator (MTR-i)

Your Individual Scores

Jon Warner's Highest Team Role was Conductor - Score: 16

Conductors introduce organization and logical structures into the way things are done. They organize and systematize the world around them, establishing appropriate plans, identifying and implementing the correct procedures, and then endeavoring to make sure they are followed. They try to ensure that roles and responsibilities are properly defined and that appropriate resources or skills are available to undertake the work assigned.

Jon Warner's Second Highest Team Role was Curator - Score: 12

Curators bring clarity to the inner world of information, ideas and understanding. They listen, ask questions and absorb information, so that in their mind's eye they can achieve as clear a picture or understanding as is possible. They focus on ideas that are based on clear, sound thinking. They expand their knowledge and collection of experiences, and also look to the future by envisaging clear goals and clear pathways to achievement of those goals.

Jon Warner's Third Highest Team Role was Scientist - Score: 10

Scientists provide explanation of how and why things happen. They bring structure and organization into the inner world of ideas and understanding. They analyze things, formulating hypotheses and explanations of how they function, and gather evidence to assess how true those explanations are. They produce mental models that replicate how a particular aspect of the world works, and they try to understand the full complexity of any situation.

Jon Warner's Fourth Highest Team Role was Sculptor - Score: 9

Sculptors bring things to fruition by getting things done, and getting them done now! They try to have an immediate impact on things, injecting a sense of urgency, and aiming to achieve clear goals and tangible results. They achieve their goals by making use of their experience, and utilizing tools or processes that they have proven can be relied upon. They are very action-oriented, and often spur others into action as well.

Management Team Roles Indicator (MTR-i)

Your Individual Scores

Jon Warner's Fifth Highest Team Role was Explorer - Score: 9

Explorers promote exploration of new and better ways of doing things, to uncover hidden potential in people, things or situations. They break new ground, and are often looking one step beyond the current situation to pursue unexplored avenues. Explorers often challenge the status quo and experiment with the introduction of change, to see if the situation can be improved or new potential uncovered.

Jon Warner's Sixth Highest Team Role was Innovator - Score: 7

Innovators use their imagination to create new and different ideas and perspectives. They observe the world around them, and then consider what they have observed from a number of different perspectives. Innovators often produce radical solutions to problems, develop long-term visions and dream up new ideas and insights - demonstrating an apparent understanding of what cannot be clearly known.

Jon Warner's Seventh Highest Team Role was Coach - Score: 6

Coaches try to create harmony in the world around them, by building rapport with people, creating a positive team atmosphere, looking after people's welfare, motivating people and/or providing a service to the satisfaction of others. They value people's contributions, seek to develop the role that others play, and invest a lot of effort in building positive relationships. They try to overcome differences and find ways in which the team can agree.

Jon Warner's Lowest Team Role was Crusader - Score: 3

Crusaders give importance to particular thoughts, ideas, or beliefs. They are value driven, and in a team discussion they often bring a sense of priority that is derived from their strong convictions. They seize upon and emphasize ideas or thoughts that have the greatest import, bringing them to the fore and stressing their significance. They assess the inherent value or importance of new ideas, focusing on those about which they feel most strongly.

Management Team Roles Indicator (MTR-i)

MTR-i Team Roles and Type Indicators

MTR-i Team Roles also map onto the Sixteen Personality Types that are measured by many well-known Type Indicators.

There is a relationship between the MTR-i team roles and the 16 Personality Types that are measured by many well known Type Indicators. Any type can undertake any team role, but there is one team role that each type usually prefers, as shown in the table below.

ISTJ Curator	ISFJ	INFJ Innovator	INTJ
ISTP Scientist	ISFP Crusader	INFP	INTP Scientist
ESTP Sculptor	ESFP	ENFP Explorer	ENTP
ESTJ Conductor	ESFJ Coach	ENFJ	ENTJ Conductor

Jon Warner's highest scoring team role is **Conductor**.
Whilst any personality can undertake this role, it is often preferred by the Types: **ESTJ, ENTJ,**

ESTJ

ESTJs direct their energy towards the outer world of actions and spoken words. They introduce a logical organisation and structure into the way things are done. They prefer dealing with facts and the present, and are likely to implement tried and trusted solutions to practical problems in a businesslike and professional manner.

ENTJ

ENTJs direct their energy towards the outer world of actions and spoken words. They organise and structure the world according to logical principles, tending to control life - organising systems and people to meet task oriented goals and trying to improve the way things are done.

In the pages that follow you can focus on the above two styles in particular. However, the detailed report will give you a general summary of the MTR-i style type and then provide an outline of the two corresponding Myers-Briggs type styles that are comprehended (with some more focused comments upon the team contribution people preferring these styles tend to make, how they can experience personal growth in the future and finally how they tend to deal with stress).

Management Team Roles Indicator (MTR-i)



Conductor

Jon Warner's Conductor Score is: 16 - Rank: 1

You are therefore likely to use this role considerably in many of your current team situations

When someone is being a Conductor, they are trying to introduce organization into the way things are done.

Conductors organize the world around them in a logical and structured fashion. They establish appropriate plans, identify and implement appropriate procedures, and then endeavor to make sure they are followed. They try to ensure that roles and responsibilities are properly defined and that appropriate resources or skills are available to undertake the work assigned.

Conductors establish logical connections between people, things and situations. They sometimes draw comparisons between similar situations, identifying the differences or contradictions, and using the comparisons to determine the most correct way of doing things. For example, when faced with projects or tasks, Conductors may ask how other teams deal with similar situations, and what processes they use. They will then adopt what seem to be the 'right' processes within their own work or their own team.

Conductors enjoy working in areas where efficiency and effectiveness can be greatly enhanced through better planning or organization. They systematize activities so that the goal can be achieved in an orderly manner. They are likely to find situations frustrating if they seem haphazard or chaotic and they have no ability to influence them. Team processes are therefore quite important to Conductors, as they provide coherence in what could potentially be a chaotic, unstructured and ineffective team. In the absence of team processes, Conductors may step in and create them.

Conductors' working relationships tend to be organized on a professional and business-like basis - where the boundaries of responsibility and competence are recognized, and each person fulfils the role that is expected of them. Friendships tend to emerge from mutual respect. Conductor's decisions tend to be guided by what is the correct or logical thing to do in a situation.

Just as a music conductor uses the musical score as a guide to the orchestra's performance, so too Conductors look for the 'right' way to do things, around which they try to galvanize the team's efforts. The music conductor's "score" is equivalent to the plans, procedures or processes of the Conductor team role.

If the team is deficient in the Conductor team role, the team's efforts can be wasted through a lack of co-ordination in individual efforts, through common standards or processes. The team's efforts can also become confused through insufficient structure and organization, and team members may resort to working purely on an individual basis.

Conductors tend to be most effective in situations that are logically structured and organized, and where they have the ability to introduce a better organization, should one be needed. It might hinder their creativity if they have to spend too much time focusing on their own emotional needs, or rely on constant improvisation, or if they have to operate in situations where individual freedom is paramount, and there is nothing that can be systematized.

Management Team Roles Indicator (MTR-i)



Curator

Jon Warner's Curator Score is: 12 - Rank: 2

You are therefore likely to use this role considerably in many of your current team situations

When someone is being a Curator, they are trying to bring clarity to the inner world of information, ideas and understanding.

Curators often spend time listening, asking questions and absorbing information, so that in their mind's eye they can achieve as clear a picture or understanding as is possible. Knowledge and experience is very important to curators, and a lot of their attention is directed towards building up their knowledge and understanding their observations in terms of their experience.

Curators also look to the future, but not in a speculative way. They envisage clear goals and clear pathways to achievement of those goals. Any ideas that involve guesswork are either left to the province of the intuitive team roles (explorer and innovator), or the curator tries to increase the reality of those ideas. This is done by adding more information or greater clarity to the idea, or by interpreting it in terms of what is already known. They will also try to understand the plans or processes by which that idea or goal may be realized

To the outside observer, because the Curator's product is in the inner world of ideas and thoughts, it can sometimes seem that no contribution to the team is being made. However, internally the Curator is adding clarity to what is going on, relating discussions or tasks to known experience, and evaluating information in the light of what is already known. The curator may speak infrequently, but what is articulated is often of high quality, having been refined through the filters of experience and knowledge. Curators are therefore often adept at dealing with lots of information - drawing out what is relevant and relating it to their experience. Curators usually set clear and specific objectives for themselves, which they keep clearly in mind over a long period of time. Curators often don't like objectives that are ambiguous or vague, that allow interpretation in a number of different ways.

When the team discusses team processes - such as meeting agendas or escalation procedures - the main concern of curators will often be to ensure the procedures are clearly defined. When that definition is achieved, curators may sometimes seem to be the most conscientious in implementing them - which is a corollary of the fact that curators are often the ones who have the clearest view of what is involved.

If a team is deficient in the Curator team role, there may be a lack of continuity in the way work is undertaken. There may also be confusion resulting from the loss of vital information, and ambiguity over people's roles and objectives, or team decisions.

Curators are most effective when they are clarifying information, relating it to their experience and expanding their understanding. Their experience can often be a significant resource to the team, and brings a sense of continuity. Their creativity can be hindered when the discussion seems to be rambling and the team is going from one tangent in the discussion to another.

Management Team Roles Indicator (MTR-i)



Scientist

Jon Warner's Scientist Score is: 10 - Rank: 3

You are therefore likely to use this role frequently but in conjunction with other strong styles in your current team situations

When someone is being a Scientist, they are trying to provide explanation of how and why things happen.

Scientists introduce structure and organization into the inner world of ideas and understanding. They analyze ideas, and formulate hypotheses and explanations of how things function. They produce mental models that replicate how particular aspects of the world works, or determine the principles and laws that identify the relationships between cause and effect.

Scientists formulate questions or hypotheses, gather evidence, and compare or analyze different ideas and viewpoints. They spot flaws or inconsistencies and test out the differences to find out which is true. They often try to understand the full complexity of the problem or situation being considered.

Scientists often enjoy working in areas where they can structure and organize ideas in an analytical or systematic way. They often prefer their interaction with others to be based on the quality of their analysis or arguments, rather than having to modify their views significantly to accommodate the feelings or sensitivities of others. When they present their ideas, they usually want the team to engage in a discussion of their validity.

Scientists' analytical approach can extend to many areas, including the way in which the team operates. Whereas other team member may just accept and operate team processes, Scientists can analyze the relationship between those processes and team performance. This can give the impression that Scientists are not team players, or that they are critical of the team, but often this is a misinterpretation of their intentions: they are making an analytical contribution to the team by identifying how team effectiveness can be improved

Scientists often seem to be collectors of information, as they formulate many questions and seem to absorb many facts or ideas. However, their interest lies not in information for its own sake, but what it tells them about the truth or accuracy of the hypotheses and explanations they are forming. They use the facts to help determine how things work.

The end product of Scientists' thinking is often a new idea or insight, which may seem to overlap with the Innovator team role (which involves coming up with new ideas). However, whereas the Innovator uses imaginative intuition to dream up new ideas, the Scientist uses logic to construct new ideas by the process of analysis. If a team is deficient in the Scientist team role, then it may find it is unable to find appropriate solutions to problems that arise. Solutions may be chosen, but they are likely to be proven ineffective, because insufficient thinking has gone in to the causes of the problems.

Scientists are most effective when they are allowed to grapple with the complexity of the principles involved in a situation. Their creativity can be hindered if they have to make significant compromises in what they believe to be right in order to avoid causing offense.

Management Team Roles Indicator (MTR-i)



Sculptor

Jon Warner's Sculptor Score is: 9 - Rank: 4

You are therefore likely to use this role frequently but in conjunction with other strong styles in your current team situations

When someone is being a Sculptor, they are trying to bring things to fruition - getting things done, and getting them done now!

Sculptors tend to take an immediate view of the situation, seeing what needs to be done and getting on with it. They work towards tangible products, achieving clear goals that make use of their experience, or involve using tools or processes of which they already have knowledge. Their goals tend to be ones that they know from experience can be achieved, or that can be clearly visualized from the outset of their work.

Sculptors are very action-oriented, and tend to deal with whatever issues the current situation presents, whether there be a problem to solve, a goal to be achieved, or a product to be produced. They not only take action themselves, but they often spur others into action as well.

Sculptors often introduce a sense of urgency, seeking to make instant improvements and generate useful and productive effort. They establish clear goals and work energetically to realize those goals.

Sculptors tend to be motivated by problems or tasks that are inherent in the situation. If an urgent problem presents itself, then Sculptors respond in kind and deal with it. They bring a sense of urgency and immediacy to the achievement of goals, and the roles that they find most motivating are ones that yield an immediate benefit - such as fire fighting, problem solving or sales.

For Sculptors, their main priority is often achievement of the task. They are likely to appreciate having tools and techniques readily available that can be picked up and used 'in the heat of the moment'. Any team processes that seem to inhibit achievement of immediate goals may be ignored or even resisted.

Sculptors tend to trust their experience and knowledge and they tend to opt for the solutions they know will work. For any new or innovative approaches, they will need to be convinced of the benefits.

Sculptors often inject a lot of energy into their relationships. In social situations they bring experiences to life, for themselves and others - e.g.: telling anecdotes that illustrate interesting aspects of life, or introducing people to activities or sports that make life more exciting.

If the team is deficient in the Sculptor team role, they may spend too much time on background activities and fail to put sufficient energy into achieving the immediate tasks in hand. Too much time may be spent on discussion, and insufficient effort is put into taking action.

To be most effective, Sculptors need to be given freedom to address issues as and when they arise. Their most creative contribution is in bringing things to fruition. Hindrances to that creativity include being closely supervised, having to work with a restrictive structure, or having to lay aside short-term imperatives in favor of developing long-term strategy or speculative ideas.

Management Team Roles Indicator (MTR-i)



Explorer

Jon Warner's Explorer Score is: 9 - Rank: 5

You are therefore likely to use this role frequently but in conjunction with other strong styles in your current team situations

When someone is being an Explorer, they are trying to promote exploration of new and better ways of doing things, or trying to uncover hidden potential in people, things or situations.

Explorers are often looking one step beyond the current situation, being interested in finding new and better possibilities than are immediately apparent. They like to break new ground, and often pursue unexplored avenues with vigor until all the possibilities have been exhausted, or the potential identified.

Explorers often challenge the status quo and experiment with the introduction of change, to see if the situation can be improved or some new potential be uncovered. They like to develop new potential, open up new options or possibilities, and to revolutionize things by making radical changes.

Explorers tend to be motivated by situations that are novel and unique, and where the ground rules are few. They enjoy having the freedom to try things in their own unique way and the challenge of having to invent new solutions to deal with new problems. They often try out new ideas, and initiate new work or projects that have potential.

Even in areas where there are proven, reliable solutions Explorers may introduce change to see if things can be done even better. Whereas other team members may wish to see the benefits demonstrated before change is introduced, Explorers introduce change as a way of exploring what the benefits might be. Explorers can make quick decisions - but these are often made on an experimental basis: "let's try this and see what happens". If things don't work out, then they can be equally quick to change their decisions and try something better.

Explorers are often the most willing to try new team processes, putting a lot of effort into them to see if team effectiveness can be improved. They prefer to have general guidelines rather than detailed procedures.

Explorers are usually very action-oriented, but their focus isn't so much on the current situation as to what lies around the corner. Rather than being concerned with 'what needs to be done now', they tend to look for 'what can be done to create something better in future'. Explorers often build rapport with people through the interest of the speculative topics that they explore. They can take conversations off at tangents into new areas, and two explorers can go through many topics in just a few seconds.

If the team is deficient in the Explorer role, it may get stuck in a rut and fail to introduce change when it is appropriate. The team may fail to recognize and exploit any new opportunities that the situation presents.

Explorers are most effective when they have the headroom and flexibility to try things out. Their creativity can be hindered when they are constrained to bringing things to fruition that present no further possibilities, or where they have specific objectives that restrict their ability to try something new.

Management Team Roles Indicator (MTR-i)



Innovator

Jon Warner's Innovator Score is: 7 - Rank: 6

You are therefore likely to use this role frequently but in conjunction with other strong styles in your current team situations

When someone is being an Innovator, they are using their imagination to try and create new and different ideas and perspectives.

Innovators develop new insights and ideas in the inner world of thoughts, beliefs and understanding. They observe the world around them, and then use their imaginations to consider what they have observed from a number of different perspectives. The outer world acts as a springboard for their imaginations to embark on an internal brainstorm, from which comes a stream of new, creative and imaginative thoughts.

Innovators, therefore, often produce radical solutions to problems, develop long-term vision and demonstrate an apparent understanding of what cannot be clearly known. To other members of the team, it can appear as guesswork and speculation, but to the Innovator, it is an intuitive insight.

Innovators are most interested in those ideas or thoughts that have the greatest amount of latent potential, and often generate lots of new ideas, new possibilities, new themes, new strategies, and new goals. However, Innovators' ideas are rarely expressed to the outer world until they have finished developing the train of thought - at which point it is only the final and best idea that may be articulated.

Any situation or team discussion can spark a stream of imaginative ideas within the Innovator, the final product of which is a thought or idea that is far away from the original discussion. Whilst the idea can be of great value, when it is articulated, it can sometimes be difficult for the team to see the immediate connection between it and the original discussion. This difficulty can sometimes be compounded by the fact that Innovators' ideas are sometimes difficult to articulate (because they have been produced by their intuitive imagination and can't be rationally explained). To take advantage of an Innovator's creativity, both the team and the Innovator need to invest effort in communication.

Innovators often prefer to leave ideas or goals loosely defined so that they can be interpreted in different ways or viewed from new and alternative perspectives. They enjoy working in areas where their imagination has free reign - for example, in strategic planning, where they can establish long-term goals with potential. Even when they are given fixed information they can enjoy seeking new and alternative ways of interpreting it (this contrasts with the approach of Curators, who seek to clarify the 'singular' meaning of information).

If the team is deficient in the Innovator team role, it may take a blinkered view on its work. This may result in an absence of innovation, a failure to see things from anything other than their own perspective or focusing on the short term at the expense of strategy.

Innovators are most effective when they have the freedom to consider many different ideas and perspectives. It would hinder their creativity to restrict them to short-term fixed objectives that have known solutions. Innovators may find it frustrating if the team seems to take a purely pragmatic or short-term approach.

Management Team Roles Indicator (MTR-i)



Coach

Jon Warner's Coach Score is: 6 - Rank: 7

You are therefore likely to use this role frequently but in conjunction with other strong styles in your current team situations

When someone is being a Coach, they are trying to build harmony and agreement in the team and in the world around them.

Coaches build a rapport with people, create a positive team atmosphere, look after people's welfare, or provide a service to the satisfaction of others. They often want the team and/or situation to 'feel right', so that people feel motivated, and positively disposed towards the team, their work, the service being given, or the product being produced.

Coaches value other people's contributions, and often seek to nurture or develop the role that others play. They also invest a lot of effort in building positive relationships with their colleagues or customers. They try to overcome differences of opinion and find ways in which the team can agree. They seek accord, so that the team is working together, rather than pulling in their own different directions.

Coaches find it motivating to work in environments where there is a good team spirit, and positive working relationships - and relationships are often the focus of their attention. They often expect other members of the team to place a high priority on cooperation and teamwork, and not allow individual conflicts to damage working relationships. They are likely to find a team frustrating to work in if it consists of independently-minded individuals who seem to be more concerned with defending their own ideas rather than working harmoniously with their colleagues

Coaches show a high degree of concern about people, and demonstrate a lot of interest in the welfare of others and how they feel. When they find themselves in a situation of conflict with someone, they aim to win the other person over, so that they can increase the 'positive' feelings in the situation/people and decrease or remove any 'negative' feelings. Coaches also try to keep in touch with people with whom they have built a good relationship, even when the work no longer demands any contact.

Coaches desire for harmony is not limited to people. It also applies to inanimate things, such as the situation, objectives, etc.. Therefore, in addition to creating a good and pleasant working environment, they often put a lot of effort into fulfilling their job obligations so that they feel good about their work.

If the team is deficient in the Coach team role, inadequate attention will be paid to developing genuinely positive relationships, both within and outside the team. This can make it difficult to win the cooperation of others, and can result in a more political work environment where people give priority to their own agendas.

Coaches are most effective when dealing with people in a positive atmosphere, based on genuinely good relationships. It can be a hindrance to their creativity if they have to work in isolation, or have to deal purely with the analysis of ideas, systems and impersonal data, or if their job requires that they be in constant conflict with others.

Management Team Roles Indicator (MTR-i)



Crusader

Jon Warner's Crusader Score is: 3 - Rank: 8

You are therefore likely to use this role to little or no extent in your current team situations

When someone is being a Crusader, they are trying to give importance to particular ideas, thoughts or beliefs.

Crusaders build harmony in the inner world of ideas and thoughts. That is, they want their thoughts and ideas to 'feel right' - and what makes ideas feel right is whether they are in accord with the person's beliefs and values.

Crusaders are therefore value driven, and in a team discussion, they often bring a sense of priority that is derived from their strong convictions. They seize upon and emphasize ideas or thoughts that have the greatest import, bringing them to the fore and stressing their significance.

Crusaders therefore notice, and bring to other people's notice, what they view as the inherently important issues. When they encounter new ideas or thoughts, they assess their value or importance, and then concentrate on those things about which they feel most strongly or passionately. Ideas or thoughts that are of little inherent value or regarded as unimportant are paid much less attention, being allowed to drift out of focus, or even deliberately pushed to the back of their mind.

Crusaders tend to be motivated by situations that allow them to emphasize, promote or support those ideas or beliefs about which they have passionate views. They may find a role frustrating or demotivating if it involves pursuing work that they see as having no value.

Crusaders may expect other team members to adhere to the team's core values but, if they don't, this can lead to unexpected conflict. Whilst they are often concerned to have positive working relationships, and are therefore adaptable to the wishes of other members of the team, this adaptability does not take priority over their values. For relatively unimportant issues, Crusaders can be extremely accommodating, but when it comes to their strongest convictions, they may go to extraordinary lengths to fight for what they believe in.

In a working environment, the Crusader's way of 'giving importance' to issues is usually far less dramatic! If a team is deficient in the Crusader team role, then it may lose its sense of priority and drift from its core business, corporate identity or key objectives. Team performance would suffer because its efforts are more diffuse and less focused. For example, the marketing messages conveyed to customers might be somewhat confused and undermine any sales efforts.

Crusaders are most effective when they are able to devote time and thought to things and beliefs that they value. It would be a hindrance to their creativity to force them to adhere to a predetermined structure or for them to undertake work that has no apparent purpose or value to them.

Management Team Roles Indicator (MTR-i)

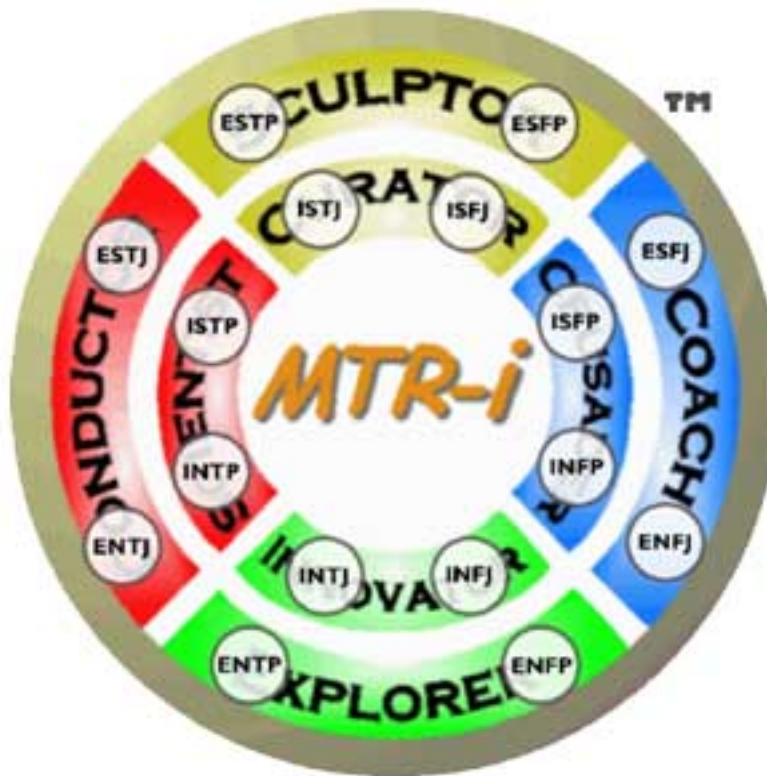
Team Results

Any personality type can undertake any team role. However, each personality type usually feels more comfortable in certain favored roles. Where you undertake a role that is not a favored one, this is known as the 'stretch'

You can calculate your own 'stretch' by using the graphic below, that shows where on the team role wheel each personality type likes to be. Locate your preference type, and locate your primary team role - the further apart they are, the greater the stretch.

A large stretch can be a good thing or a bad thing. A large stretch is good if it develops you, but is bad if it causes you stress.

A small stretch can also be a good thing or a bad thing. A small stretch is good when you are finding fulfillment in your job, but it can be bad if the stretch is so small that you are stagnating and failing to develop.



Management Team Roles Indicator (MTR-i)

Team Results

There is no such thing as an 'ideal' team that is right for all circumstances. What is 'ideal' is that a team is able to respond appropriately to whatever circumstances arise. If a situation needs an approach that is primarily Conductor in style, then it is appropriate for the team to spend most of its' time in that role. However, when circumstances demand that the team switch temporarily into Innovator then the ideal team is able to take an Innovator style for a short time.

The chart overleaf helps to show what can happen when a team either becomes unable to access a particular team role when needed (i.e. 'when the team role is under-represented, the team might...') or when the primary team culture becomes so strong that the team gets 'stuck' in one team role (i.e. 'when the team role is over-represented, the team might...').

To determine your own team's dynamics you should also need to consider your own team's profile, which you can assess by completing the following table.

Your self-preference scores are shown in the left-hand column. Simply write the scores of other team members in the spaces provided and when the table is complete (adding in extra columns as necessary) just average the results by adding all the scores across each line type and divide back by the number of the people in the team to get the average result.

	Person 1	Person 2	Person 3	Person 4	Person 5	Person 6	Person 7	Person 8	Average
Conductor	32								
Curator	24								
Scientist	20								
Sculptor	18								
Explorer	18								
Innovator	14								
Coach	12								
Crusader	6								

Teams should use the chart above to help them to identify potential team strengths and weaknesses and decide how appropriate their team profile is for the work that they have to do. For example, it is probably appropriate and even illegal for a team of Nuclear Power station operators to be spending all their time Innovating and Exploring new ways of doing things - both the situation and legislation demand strict adherence to prescribed safety procedures. Your team should therefore assess your overall team profile in the light of the work you have to do, and decide how well it fits. You can then determine any actions that can be taken to encourage greater use of team roles that would improve team performance.

The next section will help to give you some further ideas on general team dynamics when using MTR-i and on Team decision-making issues.

Management Team Roles Indicator (MTR-i)

Team Results

General Team Dynamics

If the role is under-represented in the team, the team might...

- Fail to take action
- Not take account of present realities
- Respond too slowly to urgent matters
- Spend too much time talking around a topic
- Misunderstand each other without realizing
- Communicate inconsistent messages
- Miss or lose important information
- Fail to capitalize on previous experience
- Descend into chaos
- Meander (lose focus and structure)
- Be disorganized and do work haphazardly
- Fail to coordinate effort ('reinvent the wheel')
- Be unable to solve difficult problems
- Fail to understand complex situations
- Not realize the consequences of actions
- Adopt solutions that could fail to succeed
- Get stuck in a rut
- Miss out on new opportunities
- Fail to keep improving
- Reject good ideas with hidden potential
- Fail to see alternative perspectives
- Be unable to find a way around hard problems
- Lack a long-term strategy or vision
- Be devoid of new ideas
- Fail to reach consensus
- Provide inadequate support to each other
- Discourage and demotivate people
- Work independently at the team's expense
- Lose sight of important priorities
- Invest effort in things that are unimportant
- Achieve the wrong things
- Lack team identity and cohesion

If the role is over-represented in the team, the team might...

- Sacrifice the long-term for expediency's sake
- Act too quickly without thinking things through
- Only do the same things again, and fail to improve
- Be blinkered in their approach
- Collect and keep too much information
- Create a burden of bureaucracy
- Over-focus on detail (miss the wood for the trees)
- Reject reasonable assumptions (wanting certainty)
- Make processes too rigid and inflexible
- Stifle spontaneous creativity by trying to structure it
- Achieve success at the expense of people's welfare
- Adhere too closely to procedures (letter of the law)
- Over-analyze things, causing 'paralysis by analysis'
- Have too many competing theories about things
- Nit-pick each others' arguments
- Get locked into an irreconcilable debate
- Not leave alone things that already work well
- Lack follow through to fully complete projects
- Start too many new initiatives
- Keep losing focus during discussions
- Generate ideas that are too radical
- Seem, to others, to be 'on a different planet'
- Fail to make their vision relevant to others
- Want to pursue unrealistic or impractical ideas
- Fail to identify and discuss differences of opinion
- Compromise too much and jeopardize achievement
- Build team spirit at the expense of creative conflict
- Fail to make enough demands of others
- Fail to look critically at their own beliefs
- Take an uncompromising stance on certain issues
- Alienate others through taking too strong a stand
- Fail to engage in objective debate

Sculptor

Curator

Conductor

Scientist

Explorer

Innovator

Coach

Crusader

Management Team Roles Indicator (MTR-i)

Team Decision Making

The MTR-i team roles can be used as a basis for high-quality decision-making in the team. This is done by visiting each of team roles in turn (as shown below). The team roles are intended to act as prompts for the key points in the process, but not all stages will be appropriate for every decision. The dynamics of the team may mean there is a tendency for certain steps to be skipped completely. For example, a team with a pre-dominance of Innovators may be tempted to start brain-storming solutions to the problem before they have clarified exactly what the problem is, or before they have acquired all the relevant facts.

With the MTR-i decision-making model, special attention needs to be paid to those areas that are under-representation in the team. Doing so will significantly increase the quality of the decision-making and the robustness of the final choice. One way to avoid some of potential team pitfalls is to ensure that an appropriate amount of time is spent using each of the team roles. This can be done by using the problem-solving methodology below to ensure that the team gives a balanced amount of attention to each team role.

Curators

- Clarify the problem or decision to be made
- Collect facts and information that relate to the problem

Scientists

- Analyze the problem to identify causes
- Identify any related situations that where this problem/issue may have been encountered before

Innovators

- Come up with alternative solutions to the problem
- Allow all ideas to be aired, no matter how radical

Crusaders

- Consider the value of each idea, and decide which to accept/reject
- Prioritize those ideas, identifying the solution that is preferred

Coaches

- Consider who else needs or would want to be involved
- Consider how to win their commitment/involvement

Explorers

- Try out or pilot the chosen solution to see what impact it has
- Sound out other people on the proposal to see how they react

Conductors

- Identify plans of how to implement the chosen solution
- Identify resources, responsibilities and timescales

Sculptors

- Agree the next steps
- Take immediate action

Management Team Roles Indicator (MTR-i)

Development Planning Worksheet

This output report has offered a wide range of feedback, which needs to be carefully considered as part of an overall picture of an individual's ability to deal with other people in a team situation and potentially to work in an effective way. This report provides only one part of a large 'jigsaw' of inputs to any view that may be formed (with an individual's experience, education, aptitude, position requirements and career opportunities, coupled with personal circumstances all playing their part). However, there are some particular conclusions that can be drawn from completing the MTRi assessment in terms of future action planning to improve your skills in the future. Individuals may therefore like to use the form below to collect and summarize their thoughts and to action plan for the future:

Summary

A) How would you describe your strengths based on your MTR-i results?

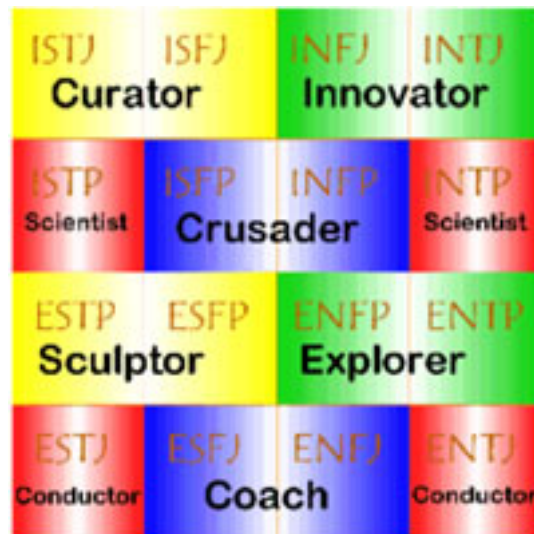
B) How would you describe your development needs based on your MTR-i results?

Action plan

C) What actions do you now plan to take to emphasize and draw upon your strengths in your team based future work?

D) What actions do you now plan to take to compensate for your apparent development needs in your team based future work?

Management Team Roles Indicator (MTR-i)



©2000 S P Myers. All rights are reserved. No copying or reproduction of this report is allowed under the laws of the UK and other international copyright laws.

TMMTR-i, 'Management Team Roles - indicator by S P Myers', the colored wheel and the eight team role names are all trademarks of S P Myers principles, tending to control life - organising systems and people to meet task oriented goals and trying to improve the way things are done.

©MBTI and Myers Briggs Type Indicator are registered trademarks of CPP, Palo Alto, USA.

S P Myers (author of the MTR-i) is no relation to Isabel Briggs-Myers (author of the MBTI).

Published by: The Test Agency Ltd, Cray House, Woodlands Road
Henley, Oxfordshire, RG9 4AE, UK

Web version of this assessment produced by profiles-r-us.com Pty Ltd and E-Tech Group, Australia.