**A SELF-ASSESSMENT INVENTORY**

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# Part 1a – Directions

**For each section distribute a total of 10 points** among the sentences which you think best describe your behaviour.

These points may be distributed among **up to 4 sentences**.

In extreme cases all 10 points may be given to a single sentence.

Use whole numbers only.

Follow the directions and the example at the end of this questionnaire.

| **Section 1** | **What I believe I can contribute to a team:** | **Points** |
| --- | --- | --- |
| a. | I think I can quickly see and take advantage of new opportunities | 3 |
| 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 that they have something of value to contribute to group objectives |  |
| e. | My capacity to follow through has much to do with my personal effectiveness | 3 |
| f. | I am ready to face temporary unpopularity if it leads to worthwhile results in the end | 2 |
| g. | I am quick to sense what is likely to work in a situation with which I am familiar | 2 |
| h. | I can offer a reasoned case for alternative courses of action without introducing bias or prejudice |  |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

| **Section 2** | **If I had a possible shortcoming in teamwork, it could be that:** | **Points** |
| --- | --- | --- |
| a. | I am not at ease unless meetings are well structured and controlled and generally well conducted | 3 |
| b. | I am inclined to be too generous towards others who have a valid view point that has not been given a proper airing |  |
| c. | I have a tendency to talk a lot more once the group gets on to new ideas |  |
| d. | My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues | 2 |
| e. | I am sometime 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 | 2 |
| g. | I am apt to get too caught up in ideas that occur to me and so lose track of what is happening | 3 |
| h. | My colleagues tend to see me as worrying unnecessarily over detail and the possibility that things may go wrong |  |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

| **Section 3** | **When involved in a project with other people:** | **Points** |
| --- | --- | --- |
| 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 objectives |  |
| d. | I can be counted on to contribute something original |  |
| e. | I am always ready to back a good suggestion in the common interest | 3 |
| f. | I am keen to look for the latest in new ideas and developments | 3 |
| g. | I believe my capacity for cool judgement is appreciated by others | 2 |
| h. | I can be relied upon to see all essential work organised | 2 |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

| **Section 4** | **My characteristic approach to group work is that:** | **Points** |
| --- | --- | --- |
| a. | I have a quiet interest in getting to know colleagues better | 2 |
| b. | I am not reluctant to challenge the view of others or hold a minority view myself | 3 |
| c. | I can usually find a line of 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 | 2 |
| 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 team job I undertake | 3 |
| 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 to be made |  |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

| **Section 5** | **I gain satisfaction in a job because:** | **Points** |
| --- | --- | --- |
| a. | I enjoy analysing situations and weighing up all the possible choices | 2 |
| b. | I am interested in finding practical solutions to problems | 3 |
| c. | I like to feel I am fostering good working relationships |  |
| d. | I can exert a strong influence on decisions |  |
| e. | I can meet people who may have something new to offer | 3 |
| 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 | 2 |
| h. | I like to find a field that stretches my imagination |  |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

| **Section 6** | **If I am suddenly given a difficult task with limited time and unfamiliar people:** | **Points** |
| --- | --- | --- |
| 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 however difficult he might be |  |
| c. | I would find some way of reducing the size of the task by establishing what different individuals might best contribute | 3 |
| 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 | 3 |
| f. | I would retain a steadiness of purpose in spite of the pressures | 2 |
| g. | I would be prepared to take a positive lead if I felt the group was making no progress |  |
| h. | I would open discussions with a view to stimulating new thoughts and getting something moving | 2 |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

| **Section 7** | **With reference to the problem I experience working in groups:** | **Points** |
| --- | --- | --- |
| a. | I am apt to show my impatience with those who are obstructing progress | 3 |
| b. | Others 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 with relying on one or two simulating members to spark me off |  |
| e. | I find it difficult to get started unless the goals are clear | 3 |
| f. | I am sometimes poor at explaining and clarifying complex points that occur to me. | 2 |
| g. | I am conscious of demanding from others the things I cannot do myself | 2 |
| h. | I hesitate to get points across when I run up against real opposition |  |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

# COMPLETING THE FORM

You have 10 points to distribute in each section

Points can be distributed among no more than 4 sentences

You can give all 10 points to a single sentence

Each section must add up to ten.

# FOR EXAMPLE

| **Section 5** | **I gain satisfaction in a job because:** | **Points** |
| --- | --- | --- |
| a. | I enjoy analysing situations and weighing up all the possible choices |  |
| b. | I am interested in finding practical solutions to problems | ***3*** |
| c. | I like to feel I am fostering good working relationships |  |
| d. | I can exert a strong influence on decisions | ***3*** |
| 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 | ***4*** |
| h. | I like to find a field that stretches my imagination |  |
| **TOTAL POINTS FOR THIS SECTION** | | **10** |

# SELF-PERCEPTION INVENTORY SCORING SHEET

Transpose your scores from the preceding sections in the table below.

Then add up the points in each column to give a total team-role distribution score.

| **Section** | **I** | **CO** | **SH** | **PL** | **RI** | **ME** | **TW** | **C** | **Total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **G2** | **d** | **F2** | **c** | **A3** | **h** | **b** | **E3** | **10** |
| **2** | **A3** | **b** | **e** | **G3** | **c** | **D2** | **F2** | **h** | **10** |
| **3** | **H2** | **a** | **c** | **d** | **F3** | **G2** | **E3** | **b** | **10** |
| **4** | **D2** | **h** | **B3** | **e** | **g** | **c** | **A2** | **F3** | **10** |
| **5** | **B3** | **f** | **d** | **h** | **E3** | **A2** | **c** | **G2** | **10** |
| **6** | **F2** | **C3** | **g** | **a** | **H2** | **E3** | **b** | **d** | **10** |
| **7** | **E3** | **G2** | **A3** | **F2** | **d** | **b** | **h** | **c** | **10** |
| **Total** | **17** | **5** | **8** | **5** | **11** | **9** | **7** | **8** |  |

Through the high school, and the first year in the university, I have had many opportunities to reveal my strengths and weaknesses. My predominant team role is an Implementer (I), where I scored with the 17 points. This role is specific by the positive qualities such as discipline, reliability, conservativeness and efficiency. Moreover, people with strong organising ability, practical common sense, hard-working and logical fit for this role the best. I strongly agree that this description fully matches to me. Arranging things into a structured whole is my favourite hobby. I like to manage stuff for university, workouts, but also each day and what I will do in a particular hour. I found it very useful and it can save a lot of time if you do it in advance.

However, it is not only about planning and organizing things, but also to organize people and events I do not have a previous know-how with organizing people directly, but I have a rich experience with organising sport events. Sport and movement in general are my passions, so I am always engaged in this sector. Moreover, I am a member of the cynological sport club – Severan, which is organizing dog competitions such as agility, mushing or dog-trekking. Also, during the summer part-time job, I have been several times member of the staff, which has organized big international dog shows.

In terms of conservatism, I like traditional practises, attitudes, and moral values, but I am also explorer, adventurer and liberal. My predominant team role also emphasizes discipline, which I have built through the pet keeping from the early childhood. Daily walks, regular agility trainings and grooming have been inseparable parts of each day, and I was forced to adapt, if I wanted to win competitions. One of the implementers’ weakness is lack of flexibility, what is in my case partially true, but I do not perceive it as some big negative, because I still can respond adequately and make fast decisions.

The next highest-scoring role is resource investigator (RI) with the result of 11 points. Based on this role, I should be opportunistic, extrovert, enthusiastic, with strong communication skills, however the truth is that I am bad in communication. But my mother has these qualities, so maybe I will discover them later in the future. In contrast, the statement that I have an ability to respond to challenge is completely true. I love new challenges and finding ways how to deal with them. The good example of this is the biggest challenge of my life - go study abroad to the Scotland. New country, teaching in English or get to know new friends are only a few difficulties which I am still facing. The practical common sense is also characteristic to me, as I have lived in the small village for a whole life. Oftentimes, the simplest solutions are the best one.

I agree that I am liable to lose interest once the initial fascination has passed, but thanks to my discipline I am able to overwhelm this and continue into the finish.

Regarding to the results, I expected something similar and I think that this team role analysis supports my own view of myself. As a part of a team, I always do my best, and try to enrich team with my positive qualities. I perceive myself as a systematic and persistent enough to work on a long-term project, and with my strengths such as conscientiousness, perseverance, and willingness I can follow certain scientific procedures but also bring new ideas.

Please submit an electronic copy of this document via the portal in the folder for Portfolio Task 1. The deadline for submission is **1200 on Tuesday 16th February 2021**. This exercise contributes **4 marks** towards the total for the Portfolio.