**Personality Types That Make a Well-Rounded Team**

[](http://cdn.liquidplanner.com/wp-content/uploads/3510589.jpg)

Working with a team of people can be challenging. The chemistry of personalities can affect group dynamics. Popular theories say a high-performing team is comprised of both distinctly defined roles and a well-rounded collection of personality types.

Read the qualities of ‘**The leader’** and ‘**The team player’** below.

1. If f your role in the group is the leader, explain if the description accurately describes your personality. Use examples.  
   If your role in the group is not the leader, explain which of the 5 personality types best describes you. Use examples and you may find that more than one personality best describes you.
2. Teams aren’t perfect universes, and we don’t always get to work in a group that has one of every personality type. But recognizing people’s strengths is a worthwhile first step in creating a well-rounded team. Once all members are finished with the first question, meet in your teams to discuss each other’s personality type. Describe your team chemistry.

**The leader**

Common wisdom: Before you begin any project, have an established leader. This person is responsible for mediating conflicts, facilitating communications between team members, and keeping everyone on course. The leader will schedule and guide the course of meetings, but that doesn’t mean being the *only* speaker, or leading *all* the meetings. A good leader knows how to delegate and let go of the reins.

You can recognize leadership qualities in people who have strong communications skills, a clear and expansive vision of the project’s end-result, and the ability to motivate others.

**The team player**

Team players are identified by their enthusiasm to work together for a common good. They’re usually eager to help, willing to compromise and diplomatic. They might not be the biggest initiator in the world, but you can rely on team players to follow-through on tasks and to willingly settle conflicts with their calming demeanor (they’re sort of like the glue of the group). This type doesn’t exclude other roles from being strong team players, but the team player archetype values group camaraderie and success over the individual prize.

**The researcher**

The researcher types are always asking questions and then finding their own answers. If you need more information to complete your project, it’s important to have a strong researcher who can get it for you.

Their special talent: Researchers ask the overlooked questions that can avert a future impediment. This natural private eye knows the quickest way to the best resources and is the person everyone goes to with the most puzzling questions.

**The expert**

Most projects, especially in technology, need a subject matter expert. This is the person that possesses intimate knowledge in a field that your project encompasses. So, if you’re on the marketing team within a group that is working on new mobile software, you need a developer to go to who will explain the necessary technical details and offerings—and make sure you’re accurately representing the product in your messaging.  Depending on the end goal, you might want to sign up some designated experts to contribute to the project.

**The planner**

Planners are naturally self-motivated. They’re also driven to organize processes and give order to the world around them (good news for others working in their orbit). You don’t have to worry about planners being people-pleasers; they’re more dedicated to making decisions for the good of the project over winning a popularity contest. If you have a natural planner on your team, trust that their skills will deliver your project in the estimated period of time. Natural planners love lists, charts, and calendars. They’re punctual, able to see the curve in the road (and incoming curve balls) and often have strategies for improving a process or increasing team efficiency.

**The creative**

Creative types have a tendency to get caught up in their world of imagination, problem solving, and conceptualizing. They might not always be the clearest communicators, diplomats or deadline-makers, but pair them with a savvy planner and you could almost spin gold! These creative types don’t just live in the likes of art and copywriting departments—they could be in accounting, sales, you name it. Every team benefits from a creative thinker in the group—someone who can deliver fresh ideas and solutions that let the team’s work stand out from the crowd.

To spot a creative, look for the original thinker, the person willing to turn the status quo on its head and come up with a new approach to a long-standing goal.

**The communicator**

We’re talking about the natural communicators—not just the talkative ones (that’s often part of it), but individuals who are naturally inclined to reach out to others and share information with the entire team. Communicators are also good at persuading just about anyone to jump on board and give the team the help it needs. Your communicator might be the person with the longest list of contacts, and knows someone for just about anything you need.

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