**Team Dynamics – Workbook**

Are you a team player Quiz

Team Player Quiz Scoring Guide

By Randall S. Hansen, Ph.D.

Are you a Team Player? Quiz.

Scoring: Use this system for scoring each of your 10 responses:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Agree — 1 point | Agree — 2 points | Neither Agree nor Disagree — 3 points | Disagree — 4 points | Strongly Disagree — 5 points |
| For most projects, I prefer to rely on my own skills and abilities rather than work with others |  |  |  |  |  |
| While I am focused on my personal career success, I do truly support my team members and want the team to succeed. |  |  |  |  |  |
| For the most part, I believe that my team members do not work as hard as I do. |  |  |  |  |  |
| I seek out ways to learn to get along better with people and to do a better job of collaborating, to be a better team member. |  |  |  |  |  |
| I tend to come up with the best solutions to the problems my team faces, yet I usually receive very little of the credit.  People generally enjoy working with me on a team. |  |  |  |  |  |
| I understand that the value of teamwork is the emergence of new ideas and creative solutions as well as the sharing of the workload. |  |  |  |  |  |
| The reality of the workplace requires me to work in teams — even if I do not like it. |  |  |  |  |  |
| I always end up carrying my team and it’s disappointing that I do not receive more credit for doing so. |  |  |  |  |  |
| I am very flexible and can quickly adjust to new situations and changing demands of the team and team leader. |  |  |  |  |  |
|  |  |  |  |  |  |

Results:

Add up your points.

Check your scores.

40-50: You’re a great team player! You understand the value and importance of collaboration. Now go inspire your teammates!

30-39: You’re a good team player. You recognize the value and importance of teamwork, but have not quite mastered being a great team player.

20-29: You’re just a so-so team player. With the importance that most organizations place on teams, you best get to work on mastering your team skills.

Under 20: You are NOT a team player. You either have to invest a lot of time and effort to learn how to be a better team player — or go into business for yourself.

Exercise 1

Watch the video about Perry the peacock in “Peacock in the land of Penguins" and answer the following questions

Link: ttps://www.youtube.com/watch?v=hNeR4bBUj68

1. In a team we need to appreciate each other's skills? How did this video demonstrate that?

Answer: When Perry the Peacock and his exotic feathered friends arrive in the homogenous Land of Penguins they have trouble fitting in, despite their talent and intelligence. However, when Perry and his friends save the island from an attacking pack of wolves, the penguins realize that in their ever-changing world, all birds would have to appreciate each other's skills and contributions.

2. How does conformity hurt organizations?

Trying to "fit in" is not a smart business strategy. Conformity is not profitable and frankly it's no fun either.

The Penguins hired Perry and were delighted with the idea that Perry would bring a refreshing new perspective to their operation and Perry, being an ambitious sort, was equally delighted to be chosen. But then, the tide changed. Some of the penguins complained that Perry was too loud and showy. They liked his work but were uncomfortable being around him. He didn’t fit in. And so, they took him aside and suggested to him that it might be better if he wore a penguin suit and moderated his behavior. There is more on this story here but you can well imagine that the battle between “let’s try something new” and “this is the way we do things around here” commenced soon after.

**Exercise 2**

Lessons from the Geese--Link : https://www.youtube.com/watch?v=Hj86lE2tpP0

Exercise Directions

Working in a group, you might consider having each member follow each of the steps below alone, then repeat the exercise as a group activity to draw together all of the insights and to distil the “essential lessons” from each behavior:

1. Read each fact about geese behavior, and then reflect upon what lessons that behavior might hold for you and your team. There are five facts given in this worksheet write down the lesson you learnt after watching the video on "Geese"

FACT 1:

As each goose flaps its wings it creates an "uplift" for the birds that follow. By flying in a "Formation, the whole flock adds 71% greater flying range than if each bird flew alone.

LESSON:

People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.

FACT 2:

When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

LESSON: If we have as much sense as a goose we stay in formation with those headed where we want togo. We are willing to accept their help and give our help to others.

FACT 3:

When the lead goose tires, it rotates back into formation and another goose flies to the point position.

LESSON:

It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each other's skills, capabilities and unique arrangements of gifts, talents or resources.

FACT 4:

The geese flying in formation honk to encourage those up front to keep up their speed.

LESSON:

We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater. The power of encouragement (to stand by one's heart or core values and encourage the heart and core of others) is the quality of honking we seek.

FACT 5:

When a goose gets sick, wounded or shot down, two geese drop out of formation and follow it to help and protect it. They stay with it until it dies or is able to fly again. Then, they launch outwith another formation or catch up with the flock.

LESSON:

If we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong