

## SELF-PERCEPTION INVENTORY ANALYSIS CHART

Transfer your scores to the chart below. Then add up the points in each column to give a total team-role distribution score.

		CW		CH		SH		PL		RI		ME		TW		CF
I	g	4	d	1	f	1	c	2	a		h	2	b		e	
II	a	4	b	1	e	4	g	1	c		d		f		h	
III	h	1	a	1	c	2	d	1	f	1	g	1	e	1	b	2
IV	d	2	h	1	b	1	e	2	g		c	2	a	1	f	1
V	b	3	f	1	d		h	1	e	2	a	3	c		g	
VI	f	3	c		g	3	a		h	1	e	1	b	1	d	1
VII	e	2	g		a	4	f	2	d	2	b		h		c	
Total		19		5		15		9		6		9		3		4

### INTERPRETATION OF TOTAL SCORES

The highest score on team-role will indicate how best the respondent can make his or her mark in a management or project team. The next highest scores can denote back-up team roles towards which the individual should shift if for some reason there is less group, need for a primary team-role.

The two lowest scores in team-role imply possible areas of weakness. But rather than attempting to reform in this area the manager may be better advised to seek a colleague with complementary strengths.