



## DIGITAL STORYTELLING (DST) - SPECIALIZED ASSIGNMENT 13

### TEAMWORK 2: TEAM ROLES AND TASK DISTRIBUTION

#### Phase 1) Study team roles and take a test

- Study team roles in this site about [team roles test theory \(123 test\)](#).
- Then [do the 123 test yourself](#) and save your result. You will get your results in percentages. Study the definitions of the different roles below and consider your results against them:
- **Analyst:** The analyst has a tendency to be reserved and critical. The analyst will also react to plans and ideas in a rational and sensible way. He or she will favor a prudent approach to matters and will evaluate them according to their accuracy before acting.
- **Chairperson:** The chairperson has a strong coordinating role. With an emphasis on procedures, the chairperson will try to bring and keep the team together. He or she is communicative and deals with the members of the team in a respectful and open-minded way.
- **Completer:** The completer is very conscientious and feels responsible for the team's achievements. Completers are concerned when errors are made and they tend to worry because of their controlling nature. The completer is also known as the finisher because they are most effectively used at the end of a task, to polish and scrutinize the work for errors, subjecting it to the highest standards of quality control.
- **Driver:** The driver is generally very ambitious and energetic. He or she may appear as impatient and impulsive. The driver is a strong motivator and will challenge others at crucial times. Although the actions of the driver may sometimes seem somewhat emotional, they do play a crucial role in pushing the team forward to succeed.
- **Executive:** The executive is sometimes also referred to as the organizer. The executive is generally disciplined and eager to get the job done. He or she is efficient, practical, and systematic. Executives are well organized and diligent, and quickly turn the ideas of a team into concrete actions and practical plans.
- **Expert:** The expert has the skills and expertise required for the specific task at hand. He or she has a strong focus on the task and may get defensive when others interfere with his or her work. The expert prefers to work alone and team members often have a great deal of trust and confidence in him or her.
- **Explorer:** The explorer is generally an extrovert by nature. He or she is cheerful, gregarious. The explorer is also investigative, interested and curious about things. Because explorers like to improvise and communicate with others, they will have little problem presenting ideas to the team and developing new contacts.
- **Innovator:** The innovator is often the creative generator of a team. He or she has a strong imagination and a desire to be original. The innovator prefers to be independent and tends to approach tasks in a scientific way. As a creative individual the innovator may play a crucial role in the way a team approaches tasks and solves problems.
- **Team player:** The team player is caring, avoids conflicts, and fosters harmony. Being someone who likes to help other people, the team player is generally considered agreeable and friendly. He or she is diplomatic and emphasizes solidarity and team cohesion.



## Phase 2) Read about the responsibilities of the team leader

Study the responsibilities of a team leader by reading this [article on team leadership by Jennifer Herrity from Indeed](#). A team leader is someone who oversees the functionality of a workgroup by providing guidance and instruction. These individuals can have many roles, including:

- **Manager or Supervisor:** Responsible for overseeing all activities within a team.
- **Strategist:** Responsible for deciding how to approach tasks and develop a plan to accomplish them.
- **Communicator:** Responsible for distributing information to team members and stakeholders.
- **Organizer:** Responsible for keeping track of and structuring various tasks and documents.
- **Goal Setter:** Responsible for determining the goals that members will work toward.

## Phase 3) Read about team tasks and task interdependence

Learn about task interdependence in teamwork by studying this [team tasks site by The Business Professor](#). Task interdependence concerns the extent to which members of the team rely on other members of the team for resources and support for the successful completion of tasks. For example, self-managed teams generally are generally more effective when tasks are highly interdependent.

There are three types of task interdependence:

- **Pooled Interdependence** - Team members work independently and later combine their efforts as the teams output.
- **Sequential Interdependence** - Team members cannot begin their tasks until other member's completion of their tasks. The output from the other team members becomes an input for the next members task tasks. The process is linear.
- **Reciprocal Interdependence** - Team members work together on individual tasks at each phase of completion. Members commit effort to each stage of work completion.

Finally, there is **Outcome Interdependence:** This is where rewards (rather than tasks) are dependent upon the performance of others in completing their tasks. The tasks are not interdependent, but the result is.

