

Jobs That Have to Be Done in a Team

Management

- Organiser: organises people and ideas
- Driver: pushes for speed and results
- Visionary: possesses long-term vision and strategic view

People

- Networker: meets new people and collects new ideas
- Inspirer: inspires and motivates people
- Carer: notices and supports people if unhappy or neglected

Creativity and Problem-Solving

- Creative thinker: generates the ideas
- Opposer: thinks about what might go wrong, finds flaws, and speaks up
- Judge: assesses and selects the best answer

Work

- Detail person: checks quality and finishes things
- Systems manager: organises and sets up efficient processes
- Stayer: has staying power, is patient and fine with routine and repetition

Problem	Solution
1 Difference	Accept
2 Dominance	Own areas of control
3 Fairly dominant	Use other talents
4 Disagree with your plan	Improve the plan
5 Slow the process down by consulting	See the benefit of consulting
6 Talks too much	Improve the process
7 Conflicts between others	Arbitrate