

# TEAM PROFILE

My TEAM PROFILE PHASE is \_\_\_\_\_

*If you have difficulty deciding between two phases, consider these tie-breaking perspectives:*

## DESIGN OR DESIGN / DEVELOP?

*Primary Difference:*

A **Designer**—Prefers abstract theories and ideas.

A **Designer / Developer**—Prefers practical application of abstract theories and ideas. If you prefer the phase **Design**, you can work happily for weeks or months purely in abstract theory.

If you prefer the **Design / Develop** phase, you need practical, down-to-earth application of theoretical ideas. You want to see a prototype of your original idea.

## DESIGN / DEVELOP OR DEVELOP?

*Primary Difference:*

A **Designer / Developer**—Prefers to start with a blank sheet of paper (If it has already been done, why do it that way again?) and work on original ideas and make these original ideas work the first time.

A **Developer**—Prefers working on someone else's great idea (Why recreate the wheel?) with a working model and a clear goal.

If you prefer the **Design / Develop** phase, you naturally and easily design and develop one of your original ideas to the point at which the prototype works the first time.

If you prefer the **Develop** phase, you typically become stressed in a position in which you are responsible for coming up with an original idea from a blank sheet of paper or trying to get an original idea to work for the first time.

## DEVELOP OR DEVELOP / STABLE?

*Primary Difference:*

A **Developer**—Prefers three-month to two-year assignments. (Goal Oriented)

A **Developer / Stabilizer**—Prefers two to five-year assignments. (Results Oriented)

If you prefer the **Develop** phase, you are likely to become restless and begin looking for a new challenge in two years or less. Even though you may stay up to three years to assure program success, if you are not given a new project assignment to develop, you experience a real sense of burnout.

If you prefer the **Develop / Stabilizer** phase on the other hand, you enjoy a longer-term assignment of two to five years. You typically enjoy refining a program over two to five years to maximize its profitability or results.

### DEVELOP / STABLE OR STABLE?

*Primary Difference:*

A **Developer / Stabilizer**—Prefers to be “task oriented,” faithful to the task, and committed to improved results.

A **Stabilizer**—Prefers to be “people oriented,” loyal to the team, committed to maintaining control.

If you prefer the **Develop / Stable** phase, you feel better going home at the end of the day with a lot done on the project even if the team members were not very happy.

If you prefer the **Stable** phase, you feel better about going home at the end of the day with your team members happy even if you didn’t get quite as much done on the task.

## TEAM PROFILE -- LEVEL

*Assume the following conditions:*

- \* You are working in an area in which you are confident of your skills.
- \* Every person on the team has approximately the same skill level.
  - You are not the only strong player or the only weak player.
  - Each member of the team is skilled, trained, and functioning.
- \* The pressure to reach a specific goal is very intense. Time is running out. You are behind schedule.
- \* The fans will “cheer” or “jeer” the person who “calls the play.”
- \* Someone needs to make a directional decision.

*Under these conditions, would you prefer being the:*

- PRESIDENTIAL CAPTAIN** President. Head coach. Senior Pastor. Where the “buck stops.”  
The person responsible for keeping all of the “balls in the air” and for making all final decisions.
- MIDDLE CAPTAIN** Vice president. Assistant coach. Associate Pastor. Leading your own team but having someone else keeping track of the big picture and making the final decision.
- STRONG PLAYER** A strong player on a great team. Your input is listened to and respected. Someone else makes the directional decisions for the team.

My **TEAM PROFILE LEVEL** is \_\_\_\_\_

I AM A \_\_\_\_\_ / \_\_\_\_\_