Team Typologies

THE TEAM

Synergistic, dynamic, moving, chaotic, skeptical, having fun. Others want to join. They know their limitations but want to expand their capacity. They know each other. They enjoy working with each other.

THE POTENTIAL TEAM

Professional skepticism pervades as members search for the roles and tasks they feel best qualified to perform. Discussions occasionally develop into disagreements but those are avoided most of the time. Time is spent on how the team may improve its performance.

THE WORKING GROUP

This is simply a group of individuals that prefer to work alone. Team meetings are considered a waste of time. Roles are a source of conflict. Leadership is focused on one or two members. Agreement occurs only as a means to leave early. Some tasks get completed, perhaps quite well. Members looks at this team as a temporary assignment to suffer through.

THE EXTREME TEAM

The team has kept to a time frame established early in the process. Minimal time is spent on discussing feelings or emotions of the faculty or team members. The team has taken on additional duties/overseeing other committee work to enhance their role as a leadership team.

THE PRETENDING TEAM

Somewhat comfortable and satisfied with doing next to nothing. They go through all of the motions of a team without doing the work. They see their job as maintaining status quo. Success stories of the school are linked to the team in vain. Or, the team was simply created to satisfy a mandate.

Perceived Effectiveness