



# Handout: Strengths & Danger Zones

## ROLE PLAY SCENARIOS

### Team Role Play # 1

*Strengths:* Tom is one of those guys who brings everything to a team situation. He is always very thoughtful, and pays attention to details. Sometimes he seems a little quiet, but at the same time he is engaged with the process. When he does speak up, he usually has great ideas that help move the team forward. Quite often he catches important details that other people miss.

*Danger Zones:* Sometimes, though, he can get a bit irritated and annoyed, usually when things are moving too quickly. He can get especially cranky if he feels the team is moving too quickly and not paying attention to details. If this happens, he may be reluctant to commit to the project or take action steps along with the rest of the team.

### Team Role Play # 2

*Strengths:* Dana is what we like to call a “detail person.” She pays close attention to details and wants to be sure everything is carefully planned. Dana often makes lists, assigns responsibilities to others, follow-up with people, sends out reminders and questions things that are not planned in great detail. She often gets her work done early.

*Danger Zones:* Sometimes, Dana can strike the rest of the team as being too fussy, especially when she wants details before the other team members have them to offer (remember she often finishes her work before the due date). She can also appear to bog down the process with too many details, so much so that the team is not able to move forward with action easily.



### Team Role Play # 3

*Strengths:* Garrett is the workhorse on a team. If something needs done- he is the one who will make it happen. He likes to jump into a project and take an active role. He is not a person who can talk about something very long before having to DO something. He gives 100% to the action part of a project and he likes to see progress and to work hard.

*Danger Zones:* Sometimes, Garrett can move a little too quickly for other teammates, possibly making costly mistakes that could be avoided with more planning or conversation. He can also annoy his teammates when he gets impatient with others who he sees as not taking action quickly enough.

### Team Role Play # 4

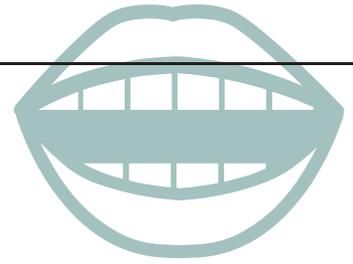
*Strengths:* Carrie is a person who likes to take charge and orchestrate everything. She likes to determine what is going to happen, and who is going to do it. She is really good at making sure that everyone on the team has a job to do and knows what to do. If a team is stuck, Carrie step in and take charge and get things moving forward again.

*Danger Zones:* Carrie is well-intended and wants the group to succeed, but sometimes she can seem to be too bossy or controlling. Her teammates can get annoyed with her if she constantly tries to insist that her way is the best or only way to do something.

### Team Role Play # 5

*Strengths:* Sam is the person who makes teamwork FUN! He is always smiling, and friendly, with positive things to say about his teammates. He often gets the rest of the team charged up and excited about working together. He can be energizing, and willing to see the project through to success.

*Danger Zones:* Sam also needs to balance his need for fun and socializing with the work that needs to get done. Sometimes, he focuses more on socializing than working, and team members can get annoyed if they feel he is distracting the group from getting their work done. is distracting the group from getting their work done.



### Team Role Play #6

*Strengths:* Cherie is a natural skeptic, which can be a very good thing! She needs to be convinced that something is going to work before she agrees to a team project. She will bring up things that the rest of the team has missed, and always explore new or additional ways of doing things. She is highly creative and can bring a lot of clarity to a team.

*Danger Zones:* Cherie can also sometimes derail a project by being too critical. When this happens, her teammates can feel somewhat deflated and lose track of the original goal of the team, especially if Cherie's critiques take them on endless detours from the original goal.

