

Group work and team management (self-assessed)

For each section distribute a total of exactly 10 points between the sentences in each section that you think most accurately describe your behavior. There are 7 sections, so you have to use exactly 70 points.

There are no right or wrong answers. These points may be distributed between several sentences. Try to avoid either extreme

What I believe I can contribute to a team	
	I think I can quickly see and take advantage of new opportunities.
	I can work well with a very wide range of people.
	Producing ideas is one of my natural assets.
	My ability rests on being able to draw people out whenever I detect they have something of value to contribute to group objectives.
	I am prepared to be blunt and outspoken in the cause of making the right things happen.
	I can handle temporary unpopularity, if my actions will lead to a favorable
	I can usually tell whether a plan or idea will fit a particular situation.
	I can offer a reasoned and unbiased case for alternative courses of action.
If I have a possible shortcoming in team work, it could be that:	
	I am not at ease unless meetings are well structured and controlled and generally well conducted.
	I am inclined to be too generous towards others who have a valid viewpoint that has not been given a proper airing.
	I have a tendency to talk a lot once the group gets on to a new topic.
	My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues.
	I am sometimes seen as forceful and authoritarian when dealing with important issues.
	I find it difficult to lead from the front, perhaps because I am over-responsive to group atmosphere.
	I am apt to get too caught up in ideas that occur to me and so lose track of what is happening.
	My colleagues think I am sometimes unnecessarily worried about the details and the possibility that something can go wrong
When involved in a project with other people:	
	I have an aptitude for influencing people without pressurising them.
	I am generally effective in preventing careless mistakes or omissions from spoiling the success of an operation.
	I like to press for action to make sure that the meeting does not lose sight of the main objective.
	I can be counted on to produce something original.
	I am always ready to back a good suggestion in the common interest.
	I am quick to see the possibilities in new ideas and developments.
	I believe that my capacity for judgment will be appreciated by other team members
	I can be relied on to bring an organised approach to the demands of a job.
My characteristic approach to group work is that:	
	I maintain a quiet interest in getting to know colleagues better.
	I am not reluctant to challenge the view of others or hold a minority view myself.
	I can usually find an argument to refute unsound propositions.
	I think I have a talent for making things work once a plan has been put into operation.
	I prefer to avoid the obvious and to open up lines that have not been explored.
	I bring a touch of perfectionism to any job I undertake.
	I like to be the one who makes contacts outside the group or firm.
	While I am interested in hearing all views I have no hesitation in making up my mind once a

	decision has to be made.
I gain satisfaction in a job because:	
	I enjoy analysing situations and weighing up all the possible choices.
	I am interested in finding practical solutions to problems.
	I like to feel I am fostering good working relationships.
	I can have a strong influence on decisions.
	I have a chance of meeting new people with different ideas.
	I can get people to agree on priorities.
	I feel I am in my element where I can give a task my full attention.
	I like to find opportunities to stretch my imagination.
If I am suddenly given a difficult task with limited time and unfamiliar people:	
	I would feel driven-in a corner and would try to get out of this deadlock before starting the work.
	I would be willing to cooperate with any person who shows the most positive attitude to the problem, no matter how difficult character he or she might have.
	I would find some way of reducing the size of the task by establishing how different individuals can contribute.
	My natural sense of urgency would help to ensure that we did not fall behind schedule.
	I believe I would keep my cool and maintain my capacity to think straight.
	In spite of conflicting pressures I would press ahead with whatever needed to be done.
	I would take the lead if the group was making no progress.
	I would open up discussions with the view to stimulating new thoughts and getting something moving.
With reference to the problems I experience when working in groups:	
	I am apt to overreact when people hold up progress.
	Some people criticise me for being too analytical.
	My desire to check that we get the important details right is not always welcome.
	I tend to show boredom unless I am actively engaged with stimulating people.
	I find it difficult to get started unless the goals are clear.
	I am sometimes poor at putting across complex points that occur to me.
	I am conscious of demanding from others the things I cannot do myself.
	I hesitate to express my personal views in front of difficult or powerful people.

It is proposed to measure the competence of group work and team management through exposing students to a creative challenge (e.g., "The Marshmallow challenge", Wujec, 2010) and then use the Belbin Role method (Belbin, 1981) to have students reflecting on their roles.

The proposed self-assessment tool is based on students' evaluations about the following areas:

- 1) What they can contribute to a team
- 2) Their possible shortcomings in team work
- 3) Their characteristic behaviour in a project with other people
- 4) Their characteristic approach to group work
- 5) Their sources of satisfaction from a job
- 6) Their answers to difficult tasks with limited time and unfamiliar people
- 7) Their characteristic answers to problems in a group

The assessment leads to understanding the role covered by student in team work (e.g., shaper, implementer, completer finisher, coordinator, teamworker, resource investigator, plant, monitor evaluator).

Conflict resolution (self-assessed)

For each of the statements, please indicate how much you agree or disagree.

	1 Strongly Disagree	2 Disagree	3 Nor agree nor disagree	4 Agree	5 Strongly Agree
1. It is difficult to find the right words to express myself. 2. I accomplish my communication goals 3. I can persuade others to my position. 4. I express myself well verbally.. 5. Others would describe me as warm. 6. I reveal how I feel to others. 7. I tell people when I feel close to them. 8. Other people think that I understand them. 9. When I've been wronged, I confront the person who wronged me. 10. I take charge of conversations I'm in by negotiating what topics we talk about. 11. I have trouble standing up for myself. 12. I stand up for my rights. 13. I let others know that I understand what they say. 14. In conversations with friends, I perceive not only what they say, but also what they do not say 15. I allow friends to see who I really am. 16. My friends truly believe that I care about them. 17. I try to look others in the eye when I speak with them.					

It is proposed to measure the competence of conflict resolution through a self-assessment tools using a shortened version the Interpersonal Communication Competence Scale developed by Rubin and Martin (1994).