Parker Team Player Survey

The Parker Team Player Survey (PTPS) will help you identify your style as a team player. The results will lead you to an assessment of your current strengths and provide a basis for a plan for increasing your effectiveness as a team player.

Teams may use the survey to develop a profile of team strengths and discuss strategies for increasing team effectiveness.

DIRECTIONS

First, this is a survey and, therefore, there are no right or wrong answers. Please answer each item according to how you honestly feel you function now as a team member rather than how you used to be or how you would like to be.

You will be asked to complete 18 sentences. Each sentence has four possible endings. Please rank the endings in the order in which you feel each one applies to you using the following scale:

4 - - most applicable to you.
3 - - second most applicable to you.
2 - - third most applicable to you.
1 - - least applicable to you.

For Example:

As a Team Member I am usually most concerned about:
1 a. meeting high ethical standards.
4 b. reaching our goals.
3 c. meeting my individual responsibilities.
2 d. how well we are working together as a group.

Please do not make ties. It is possible that some of the sentences will have two or more endings that apply to you or will have none that apply to you but you should assume these are your only choices and rank them accordingly. Each set of endings must be ranked 4,3,2, and 1.
1. During team meetings I usually:
   ___a. provide the team with technical data or information.
   ___b. keep the team focused on our mission or goals.
   ___c. make sure everyone is involved in the discussion.
   ___d. raise questions about our goals or methods.

2. In relating to the team leader I:
   ___a. suggest that our work be goal-directed.
   ___b. try to help him/her build a positive team climate.
   ___c. am willing to disagree with him/her when necessary.
   ___d. offer advice based upon my area of expertise.

3. Under stress I sometimes:
   ___a. overuse humor and other tension-reducing devices.
   ___b. am too direct in communicating with other team members.
   ___c. lose patience with the need to get everyone involved in discussions.
   ___d. complain about lack of progress toward our goals.

4. When conflicts arise on the team I usually:
   ___a. press for an honest discussion of the differences.
   ___b. provide reasons why one side or the other is correct.
   ___c. see the differences as a basis for a possible change in team direction.
   ___d. try to break the tension with a supportive or humorous remark.

5. Other team members usually see me as:
   ___a. factual
   ___b. flexible
   ___c. encouraging
   ___d. candid

6. At times I am:
   ___a. too results-oriented
   ___b. too laid back
   ___c. self-righteous
   ___d. short-sighted

4 – most applicable to you
3 – second most applicable to you
2 – third most applicable to you
1 – least applicable to you
7. When things go wrong on the team I usually:
   ___a. push for increased emphasis on listening, feedback and participation
   ___b. press for a candid discussion of our problems.
   ___c. work hard to provide more and better information.
   ___d. suggest that we re-visit our basic mission.

8. When necessary I am able to:
   ___a. question some aspect of the team’s work.
   ___b. push the team to set higher performance standards.
   ___c. work outside my defined role or job area.
   ___d. provide other team members with feedback on their behavior as a team member.

9. Sometimes other team members see me as:
   ___a. a perfectionist
   ___b. unwilling to re-assess the team’s mission or goals.
   ___c. not serious about getting the real job done.
   ___d. a nit-picker.

10. I believe team problem-solving requires:
    ___a. cooperation by all team members.
    ___b. high-level listening skills.
    ___c. a willingness to ask tough questions.
    ___d. good solid data.

11. When a new team is forming I usually:
    ___a. try to meet and get to know other team members.
    ___b. ask pointed questions about our goals and methods.
    ___c. want to know what is expected of me.
    ___d. seek clarity about our basic mission.

12. At times I make other team members uncomfortable because they:
    ___a. are not able to be as assertive as I am.
    ___b. don’t live up to my standards of quality.
    ___c. don’t think about long-range issues.
    ___d. don’t care about how the team works together.

4 – most applicable to you
3 – second most applicable to you
2 – third most applicable to you
1 – least applicable to you
13. I believe the role of the team leader is to:
   ____a. insure the efficient solution of business problems.
   ____b. help the team establish long-range goals and short term objectives
   ____c. create a participatory decision-making climate.
   ____d. bring out diverse ideas and challenge assumptions.

14. I believe team decisions should be based on:
   ____a. the team’s mission and goals.
   ____b. a consensus of team members.
   ____c. an open and candid assessment of the issues.
   ____d. the weight of the evidence.

15. Sometimes I:
   ____a. see team climate as an end in itself.
   ____b. play devil’s advocate far too long.
   ____c. fail to see the importance of effective team process.
   ____d. overemphasize strategic issues and minimize short term task accomplishments.

16. People have often described me as:
   ____a. independent
   ____b. dependable
   ____c. imaginative
   ____d. participative

17. Most of the time I am:
   ____a. responsible and hard-working.
   ____b. committed and flexible.
   ____c. enthusiastic and humorous.
   ____d. honest and authentic.

18. In relating to other team members at times I get annoyed because they don’t:
   ____a. re-visit team goals to check progress.
   ____b. see the importance of working well together.
   ____c. object to team actions with which they disagree.
   ____d. complete their team assignments on time.

4 – most applicable to you
3 – second most applicable to you
2 – third most applicable to you
1 – least applicable to you