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Teams Only
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Your TEAMS Style is a measure of your thinking and task preferences. The TEAMS Profile looks at the way people think and function best in a group or team environment. The TEAMS Profile breaks down the core functions of a group into five key roles performed by the group to carry out tasks and accomplish goals. The titles of the roles are:

- **T** = Theorist
- **E** = Executor
- **A** = Analyzer
- **M** = Manager
- **S** = Strategist

The TEAMS Profile does not measure ability, but rather preferences for the roles and key activities performed. When people are placed in their area of preference, productivity and job satisfaction increases and stress is reduced. The slogan “Together Everyone Achieves More” is not only catchy, it is the premise for team development. A strong team is formed of complementary roles, not conflicting roles. Utilizing all five roles has proven to work best to get the job done.

**TEAMS Style Overview**

**Theorist**
- Creator
- Visionary
- Idea Provider

**Executor**
- Procedural
- Implementer
- Standards Setter

**Analyzer**
- Practical
- Organizer
- Refiner of Methods

**Manager**
- Balancer
- Diplomat
- Facilitator

**Strategist**
- Goal Setter
- Plan Builder
- Problem Solver
Characteristics of each TEAMS Style

**Theorist**
- Creative problem solvers
- Their ability to think outside the box to create goals, processes, and timelines
- The team member that generates ideas, models, and hypothesis

**Executor**
- Doing things according to plan and doing them well
- Valued for being action-oriented, organized, and dependable
- The team member that implements the ideas, programs, and solutions developed by the team

**Analyzer**
- Accuracy, quality control, analytical
- They set high standards and weigh the risk vs. potential reward
- The team member that is always thinking of quality and refinement of the process or program

**Manager**
- Diplomatic, balanced approach to problem solving
- The ability to see a project from all the different team members’ viewpoints
- The team member that facilitates and balances the needs of individuals

**Strategist**
- Simplify concepts, market ideas, provide solutions
- Finding ways to push ideas and overcome obstacles
- The team member that identifies and simplifies ideas to form a strategy and market concepts
Potential Limitations of each TEAMS Style

**Theorist**
- The higher the Theorist Style, the greater the chance for generating new ideas rather than focusing on completion of tasks.

**Executor**
- The higher the Executor Style, the greater the need for clearly defined processes and goals in order to be effective.

**Analyzer**
- The higher the Analyzer Style, the greater the chance of becoming bogged down in the details of the project and losing sight of the goal.

**Manager**
- The higher the Manager Style, the greater the chance for not balancing needs equally and losing sight of priorities needed to meet goals.

**Strategist**
- The higher the Strategist Style, the greater the chance of putting too high of expectancy on others or overinflating benefits/solutions.
Lexie 's team role preferences

High Style: Strategist

The Strategist is the member of the team who identifies new concepts and ideas in their early stages, and develops the strategy behind their implementation. Strategists have an intrinsic grasp of how to market concepts, how to appeal to a broad range of individuals, and how to strategically place a concept in its best light to achieve the greatest possible end result. They tend to be very task-oriented, but enjoy people as well. Strategists are often very good at recruiting; they tend to be friendly and outgoing, but also like to see tasks done properly. They influence others with excellent people skills and with the ability to reason and be logical. Strategists are not afraid to stand up and take charge if necessary. They are not bystanders, but are constantly involved in some aspect of the project. Strategists combine their previous experience with their knowledge of people to develop creative ways of getting the most benefit from a project or idea. The ability to simplify an idea or process is a key strength of a Strategist. They will interact exceptionally well with Theorists, Managers and Analyzers as they create their plans.

The Strategist is a highly-creative problem solver with an inherent ability to compare and contrast a large number of ideas to determine their long-term implications. Frequently powerful communicators, they tend to be excellent encouragers and strong leaders. Strategists motivate others to achieve, drawing out the best in other team members. Their ability to explain things clearly and concisely makes them convincing spokespersons. They are powerful negotiators, and are able to make very accurate assessments of situations.

Strategists are perceived by most members of the team as great leaders, well-spoken and decisive. They naturally command the respect and attention of others. People follow them because of their charisma and enthusiasm. While Strategists may sometimes seem a bit aggressive, their fairness and people skills keep communication flowing.

The Strategist may seem domineering and cool, sometimes losing sight of the people and focusing on the task. Strategists really want others involved in their projects, but may forget about what others want. They need to listen more and think about what others around them may need. Strategists sometimes appear inconsistent or flighty due to their tendency to move rapidly from one concept to another, but it is precisely this rapid movement that allows them to consider the strategic implications of a given scenario.
Second Highest Style: Executor

The Executor is the member of the team who implements the ideas, programs, solutions and initiatives developed by the team. They concern themselves with the process of carrying out and completing the tasks that need to be done. Executors will clarify all expectations and procedures before undertaking new projects, and will appreciate the procedures being in place before they begin to work on them. Once they understand the process, and have taken the opportunity to observe the results and compare them with previous projects, Executors are invaluable sources of information for making beneficial changes to the process. This is because Executors often have an extremely clear understanding of the elements that make up the process, and are excellent sources of information on bottlenecks, breakdowns, stoppages, etc. In sharing process information, Executors may provide some ideas regarding process improvement, but they do not typically see themselves as the source for new ideas in the group. However, the Executor will frequently feel uncomfortable volunteering information leading to procedural change, so one of the other team members will need to inquire, preferably in a nonthreatening manner. The Executor will be concerned about performing assigned tasks correctly and may take criticism personally. Also, Executors do not characteristically see themselves as "leaders," and prefer not to hold leadership roles.

Executors are valued for their precision and accuracy, and others know they can count on them. Their motto is, "Do things according to plan." They set personal standards for excellence that often exceed others' standards, but have the ability to carry those standards into the production process. When faced with procedural issues, they are able to solve them logically and methodically. They are naturals at putting the "finishing touches" on a project.

Their systematic, detail-oriented approach to operations is the core strength of the Executor. This approach often allows them to see impending problems before others might, and provide information to better accomplish the task.

The Executor tends to adopt a "wait and see" attitude, rather than taking charge of a situation. Seeking their input at regular intervals is important. Also, Executors need clearly-defined processes and goals in order to be effective.
Team Focus Graph

T=27, E=32, A=28, M=30, S=33