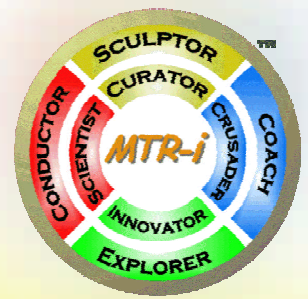


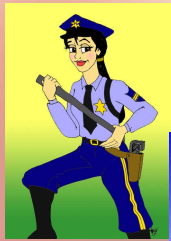
MTR-iTM Team Roles



Sculptor

Sculptors bring things to **fruition** by getting things done, and getting them done now! They are very action-oriented, dealing with whatever tasks the current situation presents, and spurring others into action as well. They make use of their

experience and utilise tools or processes of which they already have knowledge. They try to have an immediate impact on things, injecting a sense of urgency, and aiming to achieve clear goals and tangible results.



Conductors introduce **organisation** and a

Conductor

logical structure into the way things are done. They organise and systematise the world around them, establishing appropriate plans, identifying and implementing the correct procedures, and then endeavouring to make sure they are followed. They try to ensure that roles and responsibilities are properly defined and that appropriate resources or skills are available to undertake the work assigned.



Scientist

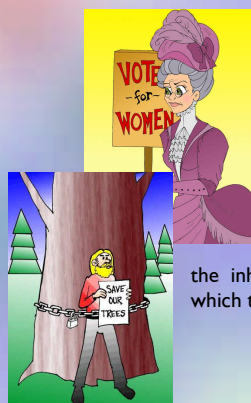
Scientists provide **explanation** of how and why things happen. They bring structure and organisation into the inner world of ideas

and understanding. They analyse things, formulating hypotheses and explanations of how they function, and gather evidence to assess how true those explanations are. They produce mental models that replicate how particular aspects of the world works, and they try to understand the full complexity of any situation.



Explorer

Explorers promote **exploration** of new and better ways of doing things, to uncover hidden potential in people, things or situations. They break new ground, and are often looking one step beyond the current situation to pursue unexplored avenues, until all the possibilities have been exhausted. Explorers often challenge the status quo and experiment with the introduction of change, to see if the situation can be improved or new potential uncovered.



Crusader

Crusaders give **importance** to particular thoughts, ideas, or beliefs. They are value driven, and in a team discussion they often bring a sense of priority that is derived from their strong convictions. They seize upon and emphasise ideas or thoughts that have the greatest import, bringing them to the fore and stressing their significance. They assess the inherent value or importance of new ideas, focusing on those about which they feel most strongly.

Innovator

Innovators use their **imagination** to create new and different ideas and perspectives. They observe the world around them, then use their imaginations to consider what they have observed from a number of different perspectives, and dream up new ideas and insights. Innovators often produce radical solutions to problems, develop long-term vision and demonstrate an apparent understanding of what cannot be clearly known.



Which team roles are you going to perform today?

Coach

Coaches try to create **harmony** in the world around them, by building rapport with people, creating a positive team atmosphere, looking after people's welfare, motivating people and/or providing a service to the satisfaction of others. They value people's contributions, seek to develop the role that others play, and invest a lot of effort in building positive relationships. They try to overcome differences of opinion and find ways in which the team can agree.

