

Team Members and Trust Activity

Scenario: Consider an important project for your office team - organizing a major cross-programming grant, developing a joint program, creating a new exposition, or working together with your county board on a strategic planning initiative. Many things will have to be done, and done right - finding resources, writing lesson plans or curriculum, designing and producing materials, inviting participants, answering questions about the programs, setting up the rooms or computers, conducting the programs, evaluating the results, writing up final reports, and completing budgets. This list is only partial; other tasks can be envisioned.

Meet the Office Team: There are four team members Don, Inez, Sam, and Cassandra. Their approach to work is as follows:

Don: He is a very confident, forceful individual who likes to be in control and wants concrete and quick results from the team. He is known as someone who can get things accomplished. *Don can also be impatient and is therefore intolerant of people he sees as inefficient, indecisive, and slow compared to himself.*

Inez: She is outgoing and enthusiastic. People like her. Inez likes variety and is quite adaptable to changing situations. She also works at a fast pace and loves to be recognized for what she does. *Because of her optimism and energy, she has a tendency to over-commit herself and does not always follow through on all of those commitments.*

Sam: He is known for being patient, cooperative, and very persistent on completing tasks. People find Sam to be personable and relaxed. His pace is slower and he checks in with people often to make sure that their voices are being heard. He can be irritated by the insensitivity of others. *Sam can be quite indirect when communicating and take a long time getting to the point, especially with something that will not be popular.*

Cassandra: She is known as the quality control person for the office. Being accurate is a high priority. Cassie knows that she can best assure accuracy in a highly structured setting where everyone assumes their responsibilities. She does not do well with criticism because she does strive to be thorough (and usually is). *Cassie is a private person so keeps information very much to herself. It is difficult to get to know Cassie.*

Discussion Questions

Silently consider the following questions and discuss questions 2- 4 with the people at your table. You will have 10 minutes for this activity.

1. Which person am I most like? _____
2. Which person would I trust the most when working on office projects, such as those described in the scenario? _____

Why?

3. Which person would I trust the least when working on office projects, such as those described in the scenario? _____

Why?

4. Share your responses to questions 2 and 3 with the rest of the group. Then, list below some of the key reasons why you would trust certain types of people to get the best possible work done on a project for the team?

People like Don?

People like Inez?

People like Sam?

People like Cassandra?