

# Parker Team Player Styles



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# Contributor

## Task oriented

- provides team good information and data
- pushes for high standards of performance

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Seen by others as:



dependable,



# Contributor

## Task oriented

- provides team good information and data
- pushes for high standards of performance

Seen by others as:



dependable,

but sometimes too focused on details



# **Contributor**

## **Task oriented**

### **This Team Player:**

- **completes work in a timely and efficient manner**
- **freely shares information**
- **pushes team for high standards of performance**
- **serves as a technical resource**

# Contributor

## Task oriented

### Positive qualities:

- Dependable
- Systematic
- Proficient
- Efficient
- Pragmatic

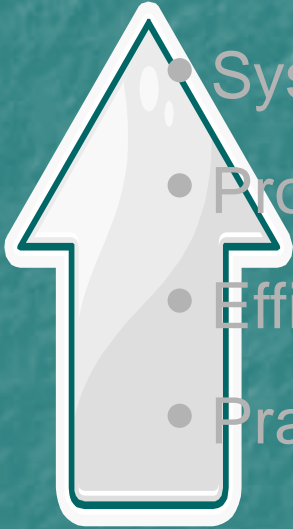


# Contributor

## Task oriented

### Positive qualities:

- Dependable
- Systematic
- Proficient
- Efficient
- Pragmatic



### Risks:

- Shortsighted
- Narrowly focused
- Perfectionist
- Data bound
- Cautious







# Collaborator

## Goal oriented

- holds vision and mission of team as paramount
- flexible and open to new ideas
- willing to work as needed

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Seen by others as:

big picture person



# Collaborator

## Goal oriented

- holds vision and mission of team as paramount
- flexible and open to new ideas
- willing to work as needed

Seen by others as:

big picture person ,

but may forget to stay with primary mission



# **Collaborator**

**Goal oriented**

## **This Team Player:**

- helps establish goals and action plans
- works where and when needed to help team
- shares success with full team



# Collaborator

**Goal oriented**

## Positive qualities:

- Forward looking
- Cooperative
- Independent
- Flexible
- Imaginative




# Contributor

## Task oriented

### Positive qualities:

- 
- Forward looking
  - Cooperative
  - Independent
  - Flexible
  - Imaginative

### Risks:

- 
- Too future-oriented
  - Not task focused
  - Unrealistic
  - Unconcerned with group process
  - A dreamer



# Communicator

## Process oriented

- effective listener
- champions involvement & resolution of conflicts

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Seen by others as:  
a positive person



# Communicator

## Process oriented

- effective listener
- champions involvement & resolution of conflicts



Seen by others as:  
a positive person ,

but too focused at times on the process



# **Communicator**

## **Process oriented**

### **This Team Player:**

- **Creates a relaxed, informal environment**
- **Helps resolve conflicts**
- **Listens attentively**
- **Recognizes and praises others**
- **Encourages others to participate**

# Communicator

## Process oriented

### Positive qualities:

- Encouraging
- Enthusiastic
- Supportive
- Humorous
- Relaxed



# Communicator

## Process oriented

### Positive qualities:

- Encouraging
- Enthusiastic
- Supportive
- Humorous
- Relaxed



### • Risks:

- Impractical
- Vague
- Manipulative
- Not sufficiently serious
- Not results focused







# Challenger

## Question oriented

- questions team's goals, methods, and ethics
- willing to disagree with leaders & authorities
- encourages well-conceived risk-taking

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## Question oriented

- questions team's goals, methods, and ethics
- willing to disagree with leaders & authorities
- encourages well-conceived risk-taking

Seen by others as:



candid, frank, and open ,

but continual critique can be bothersome





# **Challenger**

## **Question oriented**

### **This Team Player:**

- **Causes team to examine its “what, why, and how”**
- **Willing to disagree with leader**
- **Causes team to accept taking risks**
- **Pushes team to higher standards of ethics**



# Challenger

## Question oriented

### Positive qualities:

- Candid
- Honest
- Principled
- Assertive
- Ethical



# Challenger

## Question oriented

### Positive qualities:

- Candid
- Honest
- Principled
- Assertive
- Ethical



### Risks:

- Rigid
- Arrogant
- Self-righteous
- Aggressive
- Unyielding



# Parker Team Player Styles



Contributor Communicator  
Collaborator  
Challenger

How does this all  
fit together?

# Show Your Style

Contributors

Screen

Collaborators

our room today

Challengers

Communicators