**Insight Strategies Assessment: What Strengths Do I Bring To a Team?TM**

**Instructions**

Read all the statements listed below. Check whether the statements are Rarely, Sometimes, Frequently, or Always true for you. *(Adapted from multiple sources including The University of Kent)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  | **Rarely** | **Sometimes** | **Frequently** | **Always** |
| A | I am an optimist who tends to look on the positive side |  |  |  |  |
| I support and praise other team members |  |  |  |  |
| I use humor to remove stress on teams in which I work |  |  |  |  |
| I try hard to keep up my team’s energy level |  |  |  |  |
| B | I help others to find compromises between differing viewpoints |  |  |  |  |
| I am willing to compromise my own view to obtain consensus |  |  |  |  |
| I try to keep relations between team members harmonious |  |  |  |  |
| I make sure all possibilities are explored |  |  |  |  |
| C | I listen carefully to what other team members have to say and try to get quiet team members to contribute |  |  |  |  |
| I ask others to take responsibility for particular tasks |  |  |  |  |
| I usually lead and coordinate team efforts |  |  |  |  |
| I am more concerned with major issues than with details |  |  |  |  |
| D | I elaborate on what others have said |  |  |  |  |
| I clarify other people’s contributions |  |  |  |  |
| I summarize what has been said |  |  |  |  |
| I think through proposed plans all the way to the end |  |  |  |  |
| E | I introduce new ideas to teams in which I work |  |  |  |  |
| I build on the ideas of others |  |  |  |  |
| I suggest new ways of doing things |  |  |  |  |
| I suggest new ways of looking at problems |  |  |  |  |
| F | I am not swayed by emotional arguments |  |  |  |  |
| I use dispassionate, critical analysis to make decisions |  |  |  |  |
| I am good at evaluating competing proposals |  |  |  |  |
| I stick up for my opinions and try to argue persuasively and with logic for them |  |  |  |  |
| G | I act as the note-taker for team meetings I am involved in |  |  |  |  |
| I am a well-organized individual who is good at keeping to deadlines |  |  |  |  |
| I don’t allow the team to over-run the time limit for the task |  |  |  |  |
| I act as the spokesperson to deliver the findings of the team |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Tally your “Frequently” and “Always” check marks for each category: | | | | | | |
| A  Encourager | B  Compromiser | C  Leader | D  Summarizer/  Clarifier | E  Idea Person | F  Evaluator | G  Recorder |
|  |  |  |  |  |  |  |

**QUESTIONS TO CONSIDER**

1. As you read and hear about the strengths you bring to a team, what words or phrases stand out to you?
2. Of all the strengths you identified, which do you most enjoy bringing to a team, workgroup, department or division?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. Consider 1-3 other team members. How would you categorize their strengths?
5. What will you do differently as a result of this new understanding? Write an action item that you will take in the next 30 days. (For example, you might commit to helping others on the team to identify their strengths!)