



## A TEAMWORK INTELLIGENCE TOOL

*Diagnosing the Eight Roles of Team Leadership*

[Coach's Version]

**Purpose:** The following checklist provides an opportunity to evaluate mental habits and behaviors of your student-athletes. This is the first stage of interpersonal awareness and identification of a vital team role for each of your players. Help your student-athletes understand his/her teamwork strengths and weaknesses and areas in which they can help build a cohesive high-performing team. [Keep in mind, eventually all players will use this tool to do a self-rating, and the team members will eventually rate their teammates. The rigor in which you do this exercise will go a long way in helping you build a cohesive and high performing team.

**Directions:** Rate your players on the following behaviors and roles exhibited in your team setting and teamwork activities. Be discriminating. It's likely no one student-athlete will be highly rated in each of the 8 Roles of Team Leadership. It's more likely each will have a niche.

NAME: \_\_\_\_\_

5 = High      4 = Medium High      3 = Medium      2 = Medium Low      1 = Low

### GRINDER

- \_\_\_\_\_ Models physical resiliency and perseverance
- \_\_\_\_\_ Standard setting: a "you can do it" person
- \_\_\_\_\_ Initiates inner drive to maintain physical intensity
- \_\_\_\_\_ Thrives on task mastery (technique and tactical); leverages time on task
- \_\_\_\_\_ Stimulates teammates using physical capabilities (modeling the way)
- \_\_\_\_\_ TOTAL

### ENFORCER

- \_\_\_\_\_ Boldly enforces team norms, rules, and traditions
- \_\_\_\_\_ Orienting: holds teammates accountable to one another (standards and expectations)
- \_\_\_\_\_ Walks the talk; does what he/she says he/she will do
- \_\_\_\_\_ Asserts constructive feedback of team and team member performance
- \_\_\_\_\_ Relates to teammates by speaking the truth, even when it might hurt
- \_\_\_\_\_ TOTAL

### TEACHER

- \_\_\_\_\_ Enjoys teaching and learning aspects of sport—"what can we learn from this?"
- \_\_\_\_\_ Assertively offers helpful (appropriate and timely) feedback
- \_\_\_\_\_ Uses reflection as a process for helping teammates learn
- \_\_\_\_\_ Offers facts or generalizations to teammates and/or the team
- \_\_\_\_\_ Clarifies key issues, incidents, and happenings; helps teammates make sense of events
- \_\_\_\_\_ TOTAL

### **ADVISOR**

- \_\_\_\_\_ Exhibits maturity and self-awareness; provides focus and influence
- \_\_\_\_\_ Listens carefully to others caring for personal details
- \_\_\_\_\_ Not afraid to offer necessary critique; provides personal and practical advice
- \_\_\_\_\_ Diplomatic; tries to gain the best from team relations; helps clear up confusion
- \_\_\_\_\_ Shifts (orients) direction of the attitudes and behaviors; doesn't go along to get along
- \_\_\_\_\_ TOTAL

### **ENERGIZER**

- \_\_\_\_\_ Responsive to emotional needs of the situation; watches for vital signs of emotional needs
- \_\_\_\_\_ Adept at triggering emotion in others stimulating team to higher level of performance
- \_\_\_\_\_ Generates team energy
- \_\_\_\_\_ Encourages others through words matching actions
- \_\_\_\_\_ Maintains emotional balance
- \_\_\_\_\_ TOTAL

### **RESONATOR**

- \_\_\_\_\_ Helps others when in distress; at his/her best when helping others are struggling
- \_\_\_\_\_ Thrives on honesty; influence comes from value-oriented behavior
- \_\_\_\_\_ Tries to gain the trust of teammates
- \_\_\_\_\_ Interacts easily with others
- \_\_\_\_\_ Enables teammates to off-load; relieves tension
- \_\_\_\_\_ TOTAL

### **HELPER**

- \_\_\_\_\_ Heart for serving others; always there to help teammates
- \_\_\_\_\_ Supports teammates by helping / partnering for others improvement
- \_\_\_\_\_ Assists teammates and coaches before, during, and after events (practice, games)
- \_\_\_\_\_ Initiates empathic concern; genuinely appreciates others
- \_\_\_\_\_ Focused on (physical, intellectual, emotional & social) wellness of others
- \_\_\_\_\_ TOTAL

### **CONNECTOR**

- \_\_\_\_\_ Creates sense of belonging by bringing people together
- \_\_\_\_\_ Moves players toward one another; connects team members to each other
- \_\_\_\_\_ Thrives on building relationships; creates harmony and unity
- \_\_\_\_\_ Tries to keep communication channels open (player to player & player to coach)
- \_\_\_\_\_ Deals with conflict productively; uses mediation to set new direction
- \_\_\_\_\_ TOTAL

