

TEAM ROLES¹

- **Contributor** – Task-oriented, timely, dependable, efficient, likes to provide good data, sets high performance standards, uses resources wisely; may miss the big picture, lack patience with process, and/or be overly cautious.
- **Collaborator** – Process-oriented, good listener, generally positive, facilitator; may see process as end in itself, fail to confront, and/or not give enough emphasis to progress toward goals.
- **Communicator** – Goal-oriented, forward-looking, imaginative, independent, flexible, "big picture" person; may be unrealistic, not attend to basic team tasks, and/or overlook others' needs.
- **Challenger** – Question-oriented, candid, assertive, willing to disagree, encourages risk-taking; may be self-righteous, too direct, unyielding, paint self into corner.

¹ Glenn M. Parker, *Parker Team Player Survey*