TEAM ROLES
Part 1

COORDINATOR
The Coordinator provides leadership (in the conventional sense of the term) by co-ordinating the efforts and contributions of team members. After encouraging contributions from others, the Co-ordinator sums up the team verdict. This is often a fairly subtle form of leadership that consists of encouraging contributions from others.

ENSURES THAT EACH TEAM MEMBER’S POTENTIAL IS USED.

DRIVER
Provides leadership (in the conventional sense of the term) by directing and controlling the team’s members. Exerts a strong influence on the way in which the team operates and the objectives it pursues. Directs attention to such matters as setting goals and priorities. Imposes a predetermined shape on the team’s operating style.

FINISHER
Provides attention to detail and follow-up and instils a sense of urgency. Most usefully given the role of checking final completion of team tasks. Often valuable in an emergency.

ENSURES THAT EACH TEAM MEMBER’S POTENTIAL IS USED.

IMPLEMENTER
The backbone of the team in accomplishing detailed and practical outcomes. Is best allowed a considerable amount of direct responsibility and a principal action role in implementing the group decisions.

CARRIES OUT AGREED PLANS SYSTEMATICALLY AND EFFICIENTLY.

TEAM ROLES
Part 2

**MONTOR-EVALUATOR**
The ‘devils advocate’, critiquing the ideas and suggestions offered by team members. The Monitor-evaluator can usefully evaluate all new plans (which should seldom be implemented against the M’s advice). Analyses problems. Evaluates ideas and suggestions so that the team is better placed to take balanced decisions.

**ORIGINATOR**
The ‘ideas person’ of the team, the prime source of ideas and innovation. Is best given an innovative role where ideas can be generated. Can also play a strategic role such as forward planning. Advances new ideas and strategies, with special attention to major issues.

**RESOURCE INVESTIGATOR**
Develops contacts and aliases with the outside world. Acts as a source of outside information and ideas. Explores and reports on ideas, developments and other resources from outside the group. Creates and maintains external contacts which may be useful to the team.

**SUPPORTER**
Maintains group harmony, member satisfaction, and team spirit to maintain team effectiveness. Usefully fills support positions within a team. There are often several in a team. Supports members in their strengths, for example by building on their suggestions. Underpins members in their shortcomings.