

The Margerison-McCann Team Management Wheel

Person X

These are your major and related role preferences on the Margerison-McCann Team Management Wheel.

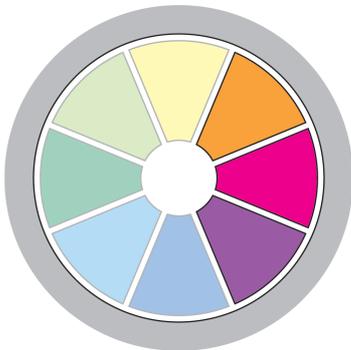
Individual Summary

Name

Person X

Organisation

XYZ Ltd



Major Role

Thruster-Organiser



1st Related Role

Assessor-Developer



2nd Related Role

Concluder-Producer

E:14

P:15

A:12

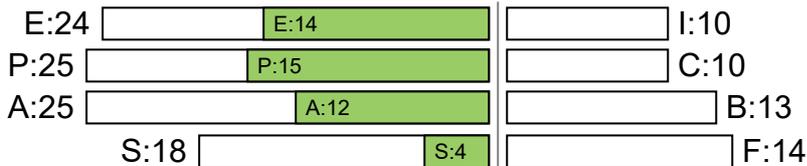
S:4

E: **24** I: **10**

P: **25** C: **10**

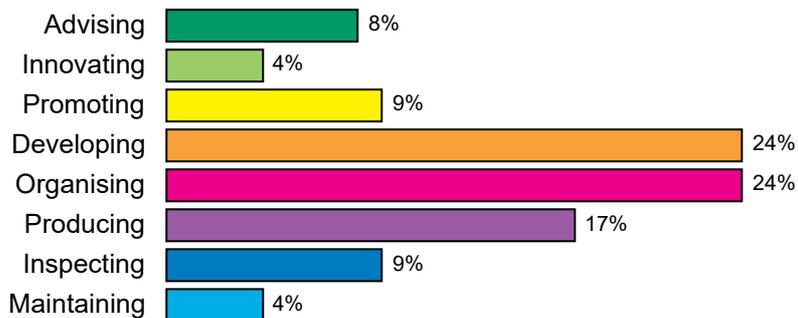
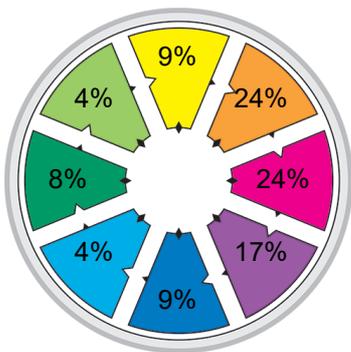
A: **25** B: **13**

S: **18** F: **14**



Raw Scores Net Scores

WORK PREFERENCE DISTRIBUTION



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KEY POINTS OF NOTE FOR THRUSTER-ORGANISERS

- You are likely to be more outgoing and enjoy meeting others.
- You like to work to systems and procedures.
- You are concerned to see outputs finished on time and to a standard.
- You prefer to use an impersonal, analytical approach to decision-making after you have heard people's opinions.
- You can be impatient and impulsive on occasions.
- You are usually practical, factual and realistic.
- You rely heavily on technical skills and past experiences.
- You place emphasis on accepting responsibility and being punctual.
- You work to objectives and look for logical approaches.
- You like jobs that have variety and a fast action atmosphere.
- You often get your best thoughts when talking rather than sitting in your office thinking or writing.
- You may need to work with a Concluder-Producer to ensure continuity of the tasks.
- You like to take a direct route.
- You prefer tangible facts to theoretical ideas.
- You like to work to a schedule and timetable.
- You take pride in doing a job in an efficient manner.
- You like to be organised and to organise others.
- Your willingness to take on commitments can lead to time-allocation problems.
- You can enjoy the challenge of negotiation.





LINKING

At the centre of the Team Management Wheel is the Linker role, defined not by preferences, but by the skills that all team members need to develop. Linking Skills comprise people linking, task linking and leadership linking.

Of importance to all team members are the People Linking Skills, particularly the skill of Communication. A useful technique to try here is Pacing - varying your communication style so that it matches other people's role preferences. The successful implementation of Pacing skills helps avoid conflict and leads to more productive interactions.

Below are some key points that team members should consider when interacting with a Thruster-Organiser major role preference like yours. Read each point and consider whether you would like the other person to act like this when they are communicating with you. Highlight those pacing points that you definitely agree with and share them with your team members. This may help them understand 'what makes you tick' and how they can better meet your needs.

In order to link more effectively with you, the person you are interacting with could:

- Engage with you in a professional manner.
- Suggest practical rather than theoretical solutions.
- Try to converge in their discussions rather than diverge into areas you may consider irrelevant.
- Talk things through with you before forcing a decision.
- Not impose their own beliefs and opinions unless they are backed up by facts.
- Speed up their speech delivery (if necessary) to match yours and try to talk with 'colour' in their voice rather than in a monotone.
- Be punctual to meetings.
- Stick where possible to agendas.
- Use a whiteboard to record the details discussed; this will help you to capture key points and keep on top of the details.





NORM DATA

In the table(s) below you can see how your scores compare with others in specific groups of people from our database.

For example, in the first table 16.9% of people prefer a more extroverted approach to work than you; 83.1% have a more introverted preference.

