

QUESTIONNAIRE

Instructions:

The questionnaire consists of 7 sections and each section contains 10 statements. Within each section, you have to allocate points to the statements based on how you feel they apply to you; the sum total of points for the section must be 10.

Example:

For example, if you think that one statement applies strongly and two others apply just a little, you might distribute the points as 6 for "strongly applies" and 2 each for the other two statements. Or if two statements apply equally strongly you might allocate 5 points to each. Alternatively you could give all 10 points to one statement, or allocate one point to each of the 10 statements. However, try to avoid over-liberal use of these extremes! Please allocate whole numbers only - no fractions or decimals.

Section I.: I believe I can make positive contributions to a team because:

	X	Points	Statement
A			I think I can quickly spot new opportunities and take advantage of them fast.
B			My views on general and special questions are well received.
C			I work well with a very wide range of people.
D			I come up with new ideas very easily and naturally.
E			I can motivate people to action whenever I find out that they can make a valuable contribution to group goals.
F			I will reliably complete the tasks I have accepted.
G			Expertise, technical knowledge and experience are my main positive points
H			I can face temporary unpopularity if it eventually leads to good results.
I			I can quickly sense whether the plan is real and what to do in a situation I know.
J			I can propose reasonable alternative solutions without prejudice and bias.

Section II.: If I have some deficiencies in teamwork, they include mostly:

	X	Points	Statement
A			I do not feel well if the issues addressed do not have a clear structure and are not well guided.
B			I tend to be too generous to people who hold a valid opinion that has not been given due attention.
C			I refuse to express my opinion if the matter under consideration is not from a field I know well.
D			I tend to talk too much when the group gets to new ideas.
E			I tend to underestimate my own contribution.
F			My objective view does not allow me to share the enthusiasm of others.
G			Sometimes, when something has to be done, I seem to be too energetic and authoritarian.
H			It is difficult for me to take the lead role because I am sensitive to the atmosphere in the group.
I			It seems to me that I dive into my thoughts so much, that I lose the concept of what is happening.
J			I refuse to comment on opinions and suggestions that are incomplete and not very detailed.

Section III.: If I collaborate on a project with other people:

	X	Points	Statement
A			I have the ability to influence people without having to force them into something.
B			My alertness prevents mistakes and errors of inattention.
C			I am ready to push other people into action so that the time on meetings is not spent turning away from the topic.
D			I usually contribute with something original.
E			I am always ready to advocate a good proposal in the common interest.
F			Everyone can be sure that I will stay the same.
G			I am a big fan of new ideas and latest developments, I will quickly discover a new opportunity.
H			I try to keep my sense of professionalism.
I			I believe others appreciate my ability to have a cool judgment and make good decisions.
J			I always oversee that we do our best to do what is necessary; I bring an organized approach to the problem.

Section IV.: My characteristic approach to teamwork is that:

	X	Points	Statement
A			I'm interested in getting to know my colleagues better.
B			I will help in the fields where I know what I'm saying.
C			I do not hesitate to reject the opinions of others and hold minority opinion.
D			Usually I can find several arguments against nonsense suggestions.
E			If a plan is to be started, I can get things started.
F			I tend to avoid the usual things and come up with something unexpected.
G			I try to bring a piece of perfection to every team work I'm involved in.
H			I like to make contacts outside the group and outside the company.
I			I'm interested in the social aspects of working relationships.
J			When deciding, I am interested in hearing all the opinions, and when I have to decide, I can adapt without difficulty.

Section V.: Work pleases me, because (I like my work, because):

	X	Points	Statement
A			I like analyzing various situations and considering all variants.
B			I like finding practical solutions to problems.
C			I like promoting good working relationships.
D			I can apply my strong influence on decision making.
E			I have the opportunity to meet new people who can give me a new experience.
F			I can unify the opinions of people, their priorities and lead them to common goals.
G			I am very pleased when I can direct my full attention to a task.
H			I like things that strain my imagination.
I			I very much use my special skills in practice.
J			Work gives me an opportunity for self-realization.

Section VI.: If I get a difficult task that needs to be done in a limited time and with unknown people:

	X	Points	Statement
A			Usually I'm successful regardless of the circumstances.
B			I read about the problem as much as I can.
C			I would sit down and think to find my own solutions and then try to convey them to the group.
D			I would be willing to work with a person who has the most positive approach, no matter how unbearable he/she can be.
E			I would be looking for a way to reduce the complexity of the task by finding out what the different individuals in the team can best contribute with.
F			My natural sense of duty would contribute to keeping the timetable.
G			I believe that I would remain calm and maintain the ability of rational thinking.
H			I would always keep the goal in mind and push for everything that needs to be done despite pressure.
I			I would be ready to take the lead if I felt the group did not move forward.
J			I would start talks and negotiations with the intention of stimulating new ideas and putting things into motion.

Section VII.: In relation to the issues I'm involved with, working in a group:

	X	Points	Statement
A			I have a tendency to show impatience against those who delay the task and to react vigorously.
B			Others can criticize me for being too analytical and not very sensitive.
C			My need to make sure that the work is done well is not always welcome.
D			I can easily get bored if I can not effectively stimulate others to work.
E			It's hard for me to start until there's a clear goal.
F			Sometimes I am not able to explain the complex ideas that come to my mind.
G			I am aware of the fact that I ask others to do the things that I can not or am not allowed to do myself.
H			I think others give me the opportunity to express myself.
I			I often feel like I'm wasting my time and I would do it better myself.
J			I hesitate to stand up for my opinion, to express it before people who have power, or who are difficult to deal with.