

**TEAM MANAGEMENT PROFILE (TMP) AT- A- GLANCE TIPS FOR BETTER LINKING**

Major Role	Names	Major Characteristics	General Behaviour	Do's	Don'ts
Reporter-Advisor		Supporter, helper, tolerant. A Collector of Information. Dislikes being rushed Knowledgeable Flexible	Usually not aggressive Not time conscious Enjoys finding out Issues Interpreted personally	Be flexible & cooperative Develop personal relationships Give personal thanks Establish harmony Allow them to express their concerns	Don't put facts before feelings Don't move too fast Don't be insincere
Creator-Innovator		Imaginative Future Oriented Enjoys complexity Creative Likes Research work	Often irregular work pattern May miss deadlines Continually searching for new ways Independent	Explore ideas & be enthusiastic Ensure you have some knowledge of the area under discussion Give personal thanks Tolerate their disorganised ways Record important decisions in writing	Don't be too structured Don't force them into deadlines Don't focus on the solution before you have discussed the problem
Explorer Promoter		Persuader, 'seller' Likes varied, exciting, stimulating work Easily bored Influential and Outgoing	High energy level Knows lots of people Good at getting resources A visionary A Good Communicator	Explore ideas Allow them to talk & be enthusiastic Recognise their contributions in public Concentrate on the future Record important decisions in writing Be flexible	Don't talk about details Don't take issue with their opinions unless they persist Don't dwell on the past
Assessor-Developer		Analytical and Objective Developer of Ideas Enjoys prototype or project work Experimenter	Moves from task to task Action Oriented Dislikes routine Gregarious but independent Likes plans	Be prepared Analyse issues fully Explore possibilities -Look for alternatives Be factual Speak clearly, logically, precisely	Don't talk about subjects you know little about Don't give too many opinions Don't waste time
Thruster-Organiser		Organises and Implements Quick to decide Result-Oriented Sets up systems Analytical	Makes things happen Action via deadlines Will exert pressure Impatient May overlook feelings	Be work-focused Be factual and Summarise regularly Be goal oriented Give incentives to perform Be punctual Make things happen	Don't attack personally but focus on the facts surrounding disagreements Don't be ambiguous Don't get off the subject
Concluder-Producer		Practical & Production-oriented Likes schedules and plans Pride in producing goods & services Values effectiveness & efficiency	Time conscious Follows through to the end Prefers routine- Dislikes change Makes schedules work Emphasises outputs	Be structured Give notice of proposed changes Be practical Stick to your word Keep to deadlines Focus on results	Don't change your mind too frequently Don't waffle
Controller-Inspector		Strong on control Details oriented Low need for people contact An inspector of standards & procedures	Critical of inaccuracies Enforcer of regulations Meticulous Quiet and reflective Concentrates in depth on a few issues at a time	Use memos or email to communicate Send written information before any meetings Slow down your pace- Think before you speak Take time to understand them Talk about details	Don't 'drop-in' unexpectedly Don't surprise them Don't rush them Don't concentrate on the future at the expense of the past
Upholder-Maintainer		Conservative, loyal, supportive Personal values are important Strong sense of right and wrong Work motivation based on purpose	Can weld the team together Prefers advisory role Can negotiate well Usually has strong feelings Quiet approach Dedicated to what they believe in	Develop personal relationships Be clear and precise Encourage them to talk Be supportive	Don't dominate discussions Don't ignore their feelings