

## What kind of member are you?

Appoint one person as the chair and divide the rest of the group among the nine other roles. Prepare an agenda to set the stage for the meeting. Allow the meeting to progress for 10 minutes, then adjourn. Ask members to guess who assumed the various roles; discuss how their actions helped or hindered the meeting. Critique the Chair's meeting management skills.

**The Chair.** This member will facilitate the meeting and can take on his/her own personality traits.

**The Wallflower.** This member likes to sit and listen, but very rarely actually contributes to the group. This member often has a lot to contribute when others seek their input.

**The Brainstormer.** This member is all ideas, some of them good. Sometimes this member has so many ideas that the entire meeting is taken up discussing their many ideas, without ever really making a decision to adopt an idea or to develop any concrete planning. This member commonly interrupts others to share their ideas on a concept, and often forces the meeting off the agenda. This person very rarely volunteers to take on tasks, preferring to just talk. This member likes to persuade others over to their way of thinking.

**The Cynic.** This member doesn't think anything will work. This member can usually list a million reasons why something is not a good idea. This member has vast and unprecedented experiences in failed projects and usually will state, "I've tried it and it doesn't work".

**The Eternal Optimist.** This member always thinks a project will be successful. Sometimes this member likes an idea so much they have trouble taking a realistic look at the pros and cons of a project, as well as the actual time or resources a project will consume. However, this member can be a great cheerleader for a project when times are tough.

**The Evaluator.** This member is very good at bringing the pros and cons of a subject to the table. While this member is sometimes good at seeing all sides, other members should be warned that they sometimes have trouble presenting information in an unbiased way. Others often see this member as "caught up in numbers and outcomes".

**The Volunteer.** This member is always the one who says, "I'll do it". This member often quits or leaves the group feeling burnout or that they're the only one who ever actually does anything. Other members often take advantage of this member, and will sit quietly during task assignment hoping that the Volunteer will feel obligated to take on all of the tasks. This member is the workhorse of the group, and is the mechanism by which the group is often successful.

**The Leader.** This member may or may not actually have a "position" within the group. This member keeps the group on task and can usually bring the other members back to the topic and on task. This member can help others to see the big picture when they are bogged down in details. This member is often also a Volunteer.

**The Dominator.** This member wants to be in charge. Often this member is the one who is always speaking. This member also usually has a "sub-type" (i.e. Brainstormer, Cynic, etc) that is present as well. Other members often avoid this member, or may not return to future meetings just to avoid this member. This member can easily get their feelings hurt when confronted.

**The All-Around.** This member has a good mix of the traits of the other types of members. This member can stick up for their cause, but allows the opinions of others. Often volunteers for tasks or leadership positions, and works well with others. This member is well-rounded in attitude and is usually well liked by others. Other members might say, "The All Around knows when to talk and when to be quiet!"