

Management Team Roles Indicator (MTR-i™)

Personality affects role, role affects personality. Untangling this web helps teams develop, flex and perform.

We are all capable of playing many roles in the different spheres of our life. We can be controlling parents and yet very laissez-faire managers. This is not a contradiction but a simple reflection of the range and flexibility of the human race. However, we all know that our personality affects the roles that we enjoy and also affects the roles we find easy to play. For example, some abstract and creative people can find it very hard to play a role requiring the monitoring and implementing of procedures – and becoming an Air Traffic Control operator may not be their favourite career!

Why Management Team Roles are important?

The roles we play depend on the demands of the situation, the skills we have and the personality styles we prefer. Unfortunately, this means that we do not always end up doing what is most useful or appropriate in any particular situation. The MTR-i™ is designed to identify what people are currently doing. This is important because people are not always:

- doing what is best for the most desirable outcomes;
- aware of the implications of their current behaviour;
- aware of how their personal preferences affect what they see as important.

What does using the MTR-i™ achieve?

Using the MTR-i™ enriches team communication and increases the potential for adaptation and change by providing:

- a common language – the roles it identifies allow people to explore each others contribution rather than their formal role, status or stereotype;

- a description of what the individual does – the roles it identifies suggest general themes in people's behaviour and these can suggest potential hidden and unforeseen consequences when analysed in terms of the context in which the team works.

PfS Management Team Roles Indicator (MTR-i™) at a glance

Use to:

identify the roles and contributions individuals make in a team

Use for:

mapping the range of roles performed by a team

Use with:

all people interested in improving the performance of their team

Administration:

Online and on paper with online scoring

Timing:

Untimed, typical completion 10 minutes

Number of items:

48

Reports:

Personal narrative report
Training required:

Training Required:

Familiarisation day or TDI course

A model for developing individuals and teams

because behaviour, personality and ideal behaviour for current challenges can all be analysed using the underlying model of Psychological Type, the team can easily transition between who we are (personality using the TDI[®]), what we do (team role using the MTR-i[™]) and what we ought to do (ideal team behaviour using the ITPO).

The MTR-i[™] is part of an integrated approach to improving team performance linking personality, behaviour and performance challenge which can all be addressed in a consistent and progressive way.

How is MTR-i[™] different?

MTR-i[™] uses Jung's theory of psychological Type to define the range of important contributions that can be made in a team. Unlike other Team Role questionnaires which were based on observations of (male) managers in a particular period in history, the MTR-i[™] is based on a comprehensive theory of human functioning and diversity. This enables it to claim a wider range of behaviours that cover the fundamental roles that have been required during the progress of human evolution. It is not locked into the empiricism of a particular period. The MTR-i[™] identifies the following unique roles:

- Curator (ISTJ, ISFJ) – question and collect ideas that help to clarify. They focus on the immediate priority and approach tasks in a thoughtful, reflective way;
- Sculptor (ESTP, ESFP) – seek action, keen to get things done and remain practical whilst focussing on getting tangible results;
- Innovator (INFJ, INTJ) – ideas oriented, seek to create something different and original which can be seen as either vague dreamers or focussed visionaries;

- Explorer (ENFP, ENTP) – seek variety and experimentation; introduce the new and the unusual, challenge the status quo and act as change agents;
- Scientist (ISTP, INTP) – create intellectual understanding, using sharp logic and build grand theories or mental maps but may not always find them easy to communicate;
- Conductor (ESTJ, ENTJ) – reduce ambiguity by bringing structure, organisation and plans to get the job done;
- Campaigner (ISFP, INFP) – focus on a core purpose with real meaning and value; look beyond the immediate and commit to a cause with passion;
- Coach (ESFJ, ENFJ) – focus on creating a harmonious atmosphere; avoid conflict and help others to contribute by encouraging and supporting.

Advanced analysis and reporting

The MTR-i[™] comes with a report detailing the scores, the rank order of all 8 roles together with a narrative describing the contribution made by each role. It then summarises the person's main focus and contributions in the current team together with the kinds of contributions they are likely to ignore or avoid.

The online advantage

Our online system works the way you want to, giving you the option of using the MTR-i[™] at a time that suits all concerned – who can be anywhere in the world and yet have easy access at any time.

Designed for you

The PFS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.

Training required

The MTR-i™ is available to people who attend our 1-day familiarisation course or who complete the TDI® course which uses the model of Psychological Type to examine both personality and behaviour.

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