

Utilise strengths and weaknesses



The next three slides are adapted from Naylor and Martinez (2011).

'Free rider' effect

Identifying Characteristics:

- o Does not respond to emails or come to meetings
- o Does not meet milestones set by the group

What to do: Is there a reason? If so, re-plan. If not, discuss your contract 'terms and conditions'

What if this is you: Communicate with your group. Seek guidance if you need it. Ask for support if you are not sure what to do.

Do you simply need to limit distractions for a while?

The 'Sucker Effect'

Identifying Characteristics:

- o Hard worker who often overcommits and slowly drops out of the group because they feel 'taken for granted'
- o Reluctant to continue because of a perceived lack of involvement by others

What to do: Have a team meeting. Discuss roles and milestones; you may need to redistribute workloads.

What if this is you: Talk to the group about how you are feeling; persevere, it is important.

'Over worker'

Identifying Characteristics:

- o Highly committed or aims high
- o Expects equal commitment from group

What to do: Discuss goals. Share the load or reduce some 'perceived' responsibilities.

What if this is you: Pause and reflect; why are you working this hard? How can you share the tasks? Be reflective, is your way the only way?

Know yourself

- o We all have strengths and weaknesses
- o If we recognise these we can:
 - o Use our strengths to contribute effectively to the group.
 - o Acknowledge our weaknesses as a skill or attribute to develop.
 - o Decide on team roles that best suit our learning styles or learning goals