# TALENTBRÜCKE – Team Role Test

## Range of Use

The TALENTBRÜCKE – Team Roll Test can be used for all individuals working in a team.

## Structure and Content

Since the TALENTBRÜCKE – Team Roll Test is a questionnaire which is intended to record one's own role(s) in a(professional) team, the items are descriptions of behavior and personality from the professional context.

The test consists of seven tasks with 10 items each. 5 items out of 10 items have to be selected and ranked in order of importance. The test consists of seven times ten items, which are to be put into a sequence by the test persons. Thus, each of the 10 team roles (Organizer, Initiator, Expert, Communicator, Realizer, Pioneer, Mediator, Optimizer, Analyst, Networker) is represented by seven items.

## Application and Evaluation

Execution: To carry out the TALENTBRÜCKE – Team Roll Test, a test sheet and a pen are required for each participant. Alternatively, an online version is available.

Processing Time: There is no time limit. The average test processing time is about 10 – 15 minutes.

Evaluation: The TALENTBRÜCKE – Team Roll Test is evaluated by the TALENTBRÜCKE team with computer support. The promptly available result report shows the characteristics of the participant's roles as well as more detailed information on the team roles.

Multilingualism: The test is currently available in German and English.

## Theoretical Background and Test Development

Regardless of the functional meaning in the team, each person assumes one or more team roles. A team role is defined by a combination of behaviors and characteristics. Each team role provides the team with individual resources, which are also associated with personal development fields. A team works best when all team roles are occupied and the competencies of the individual members complement each other. Since one person can also occupy several team roles, a team can also consist of fewer than ten members and successfully operate. The TALENTBRÜCKE – Team Roll Test is based on the model of Belbin (1981).