

Task Type Preferences

Name: _____

Read all statements in each category and circle all answers that you agree with. At the end of the survey, enter the total number of each letter circled in the corresponding box. If you are completing the survey on your own, please remember to bring it to the workshop.

Task

- A. I prefer a variety of tasks to perform instead of one specific task.
- B. I prefer one specific task to perform instead of a variety of tasks.
- C. I prefer planning tasks to doing tasks.
- D. The task is secondary to the needs and concerns of people.

People

- A. I prefer working with creative people with a variety of skills and abilities.
- B. I prefer working with people who share my skills and abilities.
- C. I prefer working with people who share ideas and information.
- D. I prefer working with people who share my concerns and interests.

Organization

- A. I prefer working in a group that is clearly and effectively organized.
- B. I prefer doing the work and letting others worry about organization.
- C. I prefer to focus on *how* things get done rather than *what* gets done.
- D. I prefer allowing organization to emerge naturally from each situation.

Time

- A. I prefer beginning and ending on time for meetings and projects.
- B. I prefer taking whatever time is needed to accomplish the task.
- C. I prefer being flexible about time; just “go with the flow.”
- D. I prefer regular meeting times to provide structure and build relationships.

Location

- A. I prefer meeting in a central location where everyone has everything needed to accomplish the task at hand.
- B. I prefer meeting at the site where the work needs to be done.
- C. I prefer a set location where everyone meets together every time.
- D. I prefer a location where people are comfortable and can interact freely; it doesn't matter if it is the same place each time.

Term (*Term* is the life span of a group from inception through to completion; a beginning and an end.)

- A. I prefer groups that have clearly defined “term limits.”
- B. I prefer groups that exist just long enough to accomplish the task.
- C. I prefer groups that go on indefinitely and have continuous functions.
- D. I prefer groups that exist as long as there is interest and a desire to continue.

Knowledge

- A. I prefer working with knowledgeable people who use information as a tool to accomplish a project.
- B. I prefer working with people who possess the specific knowledge to perform a specific task.
- C. I prefer working with people who continuously share new ideas and insights, whether the knowledge gained is relevant to the task or not.
- D. I prefer knowledge that builds relationships (personal knowledge) to information and data and “how-to” knowledge (technical knowledge).

Leadership

- A. I prefer sharing leadership within a group.
- B. I prefer having a clear sense of who is in charge.
- C. I prefer working in a group where one person facilitates the proceedings.
- D. I prefer working in groups where no one person is set apart to lead.

Vision (Vision is our “picture” of what we want to accomplish and how we plan to do so.)

- A. I prefer working with a group that shares a similar vision.
- B. I prefer working with a group that has a very clear and precise vision.
- C. I prefer working with a group that is continuously revisiting and revising its vision.
- D. I prefer working with a group where everyone’s vision is shared and affirmed, even when individual visions are not clearly related.

Group Size

- A. I prefer a group of six to eight people.
- B. I prefer a group that has enough people to accomplish the task effectively; no more, no less.
- C. I prefer larger groups where more ideas and voices are shared.
- D. I prefer getting along with those I work with; the number doesn’t matter.

Skills

- A. I prefer working with others who possess a wide variety of technical, relational, and information skills.
- B. I prefer working with people who are skilled with tools, abilities, and know-how appropriate to the task at hand.
- C. I prefer working with people who are skilled with concepts, ideas, and knowledge.
- D. I prefer working with others who have effective “people skills.”

Focus

- A. I prefer groups that stay focused on their performance objectives.
- B. I prefer groups that stay focused on getting the job done right.
- C. I prefer groups that stay focused on developing effective processes.
- D. I prefer groups that stay focused on people and building community.

A.	B.	C.	D.
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Task Types Descriptions

(Examples of each type appear in italics.)

A. Project

People who prefer the Project type of task like to see programs, ministries, or events through from start to finish—planning, organizing, implementing, and evaluating all aspects of a project.

Five young adults are asked to create an alternative worship experience for college students. They are to develop the style of worship and the format, set the time and location, recruit musicians, liturgists, and speakers, and create the promotional resources within a six-month time frame.

B. Work

People who prefer the Work type of task like to do hands-on work, without having to bother with the preplanning and organizing. This group wants to be active on the front line.

Men and women volunteer to attend a work camp to build wheelchair-accessible ramps for low-income dwellings. The planning and preparation for the project is done by the Ministry Area on Missions, but the work is done by a one-time team.

C. Process

People who prefer a Process task type enjoy doing the brain-work around the committee table with pen, paper, and planning. This group hands work tasks off to those who prefer them.

Members of a congregation gather to brainstorm ideas for a new church ministry. Members discuss community needs, existing church resources, people's interests and passions, and hopes and dreams for the future. The group prioritizes their ideas and refers their proposal to the church council.

D. Fellowship

The people who prefer the Fellowship task type perform tasks together with a sense of community and common purpose. The work done is secondary to the sense of connection and shared experience.

A group of parents of young children develop a play group that they then open to the general public. The group meets socially in the homes of one another to do their planning and preparation. They stay together in the work because they enjoy each other as friends.