

Entrepreneurship Curricula

DDTA Team analysis

Situation

Each team has its strengths and weaknesses and there are always areas that might be improved. The question is what are the strong points of your team and which areas are susceptible to improvement? How do strengths and weaknesses emerge in a team?

Strengths develop if team members trust each other and everybody has the chance to contribute and bring in their personal strengths to the team. Therefore, one important thing to do is to find out which are the personal strengths of each team member. **Weaknesses occur** if team members work against each other and/or certain skills are missing. For example, a team made up solely of creative people will produce many interesting ideas but it will be very difficult for the group to put these ideas into practice. For this reason it is important to determine the existing strengths and weaknesses within your team.

End result

Team members have created their profiles and identified their personal strengths.

Procedure to be followed

On the next page, you will find a work sheet which contains several statements. Complete

1. the DDTA-test first.
2. Transfer the obtained results into your personal chart (page 15).
3. Which are the DDTA-profiles of the other youngsters of your team? (page 16)

1) DDTA-Test

Instructions for completing the test:

Start with **line A**. Read the four statements of line A carefully. Which one applies mostly to you? Make your decision and assign **only one 4, one 3, one 2 and one 1** to each statement of the line.

4 means: "I believe that the statement applies to me in a very high grade."

1 means: "I think that the statement hardly applies to me at all."

2 and 3 represent the intermediate steps.

After completing line A, proceed in the same manner and complete all the other lines (**line B**, etc.).

When you have completed **all lines**, sum up the totals for each column.

YOUTHPRENEURS-LEARNING BY DOING

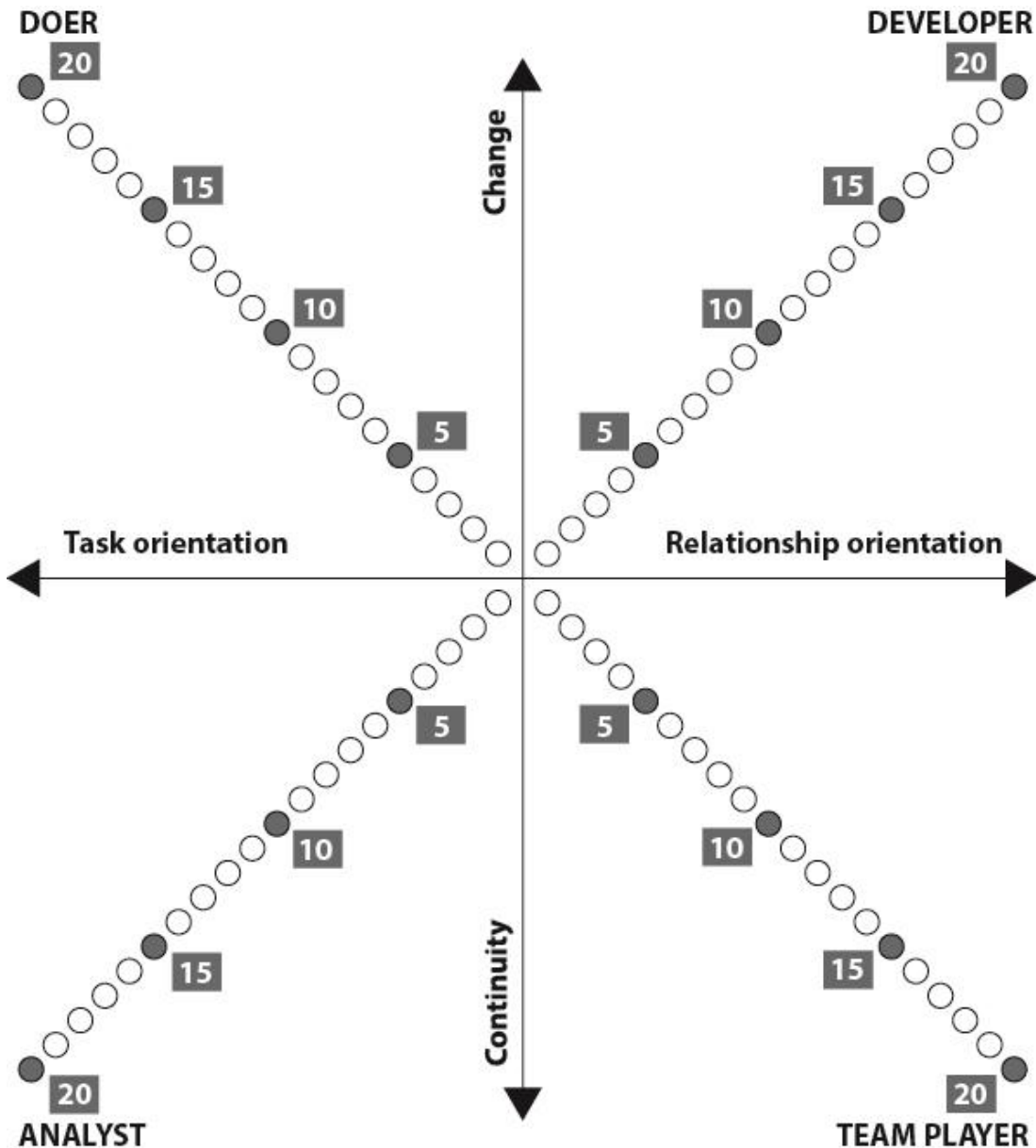
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A	I like to take the initiative. <input type="checkbox"/>	I like to develop new ideas. <input type="checkbox"/>	I like to work together with others. <input type="checkbox"/>	I like to explore things in detail and get to the bottom of the issue. <input type="checkbox"/>
B	It is important for me to reach the goals quickly. <input type="checkbox"/>	It is important to me to adopt new approaches and find new ways. <input type="checkbox"/>	A “good working atmosphere” is important for me. <input type="checkbox"/>	It is important to me that work is carried out rigorously and thoroughly. <input type="checkbox"/>
C	I find it easy to assume responsibilities. <input type="checkbox"/>	It is easy for me to come up with and develop new ideas. <input type="checkbox"/>	I find it easy to give way to others’ ideas from time to time. <input type="checkbox"/>	I find it easy to make objective judgements about matters of fact. <input type="checkbox"/>
D	Sometimes others might feel that I am too dominant. <input type="checkbox"/>	Sometimes others might think that I am too restless. <input type="checkbox"/>	Sometimes others might think that I am too reserved. <input type="checkbox"/>	Sometimes others might feel that I am too conscientious. <input type="checkbox"/>
E	I do not like just hanging around. <input type="checkbox"/>	Routine is something I don’t like <input type="checkbox"/>	I do not like discussions. <input type="checkbox"/>	Hurry is something I don’t like. <input type="checkbox"/>
F	I pay attention to the progress of the team. <input type="checkbox"/>	I pay attention to the diversity of the team. <input type="checkbox"/>	I pay attention to the general atmosphere of the team. <input type="checkbox"/>	I pay attention to the diligence of the team <input type="checkbox"/>
	Total D <input type="checkbox"/>	Total D <input type="checkbox"/>	Total T <input type="checkbox"/>	Total A <input type="checkbox"/>

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2) Transfer the obtained values to your personal chart (below)



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3) What are the DDTA-profiles of the other members of your team?

Doers:
Developers:
Team Players:
Analysts:

Doers like to assume the initiative which is why sometimes they might appear dominant. Doers assume responsibilities and pay attention to the progress within the team. They are goal-oriented, focus on the outcome and do not like others to dawdle or laze about.

Developers are keen on developing new ideas and are also prepared to embark on new paths. They find it easy to come up with unconventional proposals. Routine and boredom are things they dislike. For this reason, sometimes others might feel that they are somewhat restless. Developers are creative and pay attention to the diversity of the team.

Team players like to work together with others and are ready for compromise. A good working atmosphere is very important to them; this is why they would rather avoid arguments and discussions. To others sometimes they might look a bit reserved.

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Analysts work in an organised and rigorous way and expect that other team members act alike. For this reason they do not like to work in a hurry or having to deal with unclear situations. Analysts are conscientious and try to judge matters objectively.

A team needs all these abilities: continuity and change, orientation towards the tasks and goals that have to be achieved, as well as orientation towards the team itself and the relationship between its members.

Then, within the group of youngsters, define the constitution of groups of 4 heterogeneous people. In order to reach this, apply the DDTA (Doer, Developer, Analyst, Team player) test. Then, try to include one of each type in each group. (See annex I).

Then, during the initial phase of a project, the project team defines the starting point, the context and the goals of the project. Information is gathered, the work is planned and decisions are being made. Only the combination of planning, execution and reflection will make it possible to reach good learning and work results.