

LEARNING ACTIVITY

'The Quest'

Ent-teach Unit 1 Understanding entrepreneurship



1. Goal

1. Highlight the skill set of the group members
2. Specify the assignment by brainstorming, motivating and using the skill set of the group members

2. What to do?

- Discover what the specific skills are of every individual group member and discuss these.
- Discover if all the group member have a task that suits them in terms of capabilities, responsibilities and challenges
- Discover where the strengths of the group lie by combining skill sets. When are some people prepared to go the extra mile because of their interest in a specific topic.

3. What do you need?

- Appendix skill set game
- Number of markers
- Pen and paper

4. Assignment Skill set game - Part 1

- Check the appendix of the skills game, circle a minimum of 5 strengths, which you are good at and describe on paper why you actually are good at it.
- Also circle 5 pitfalls and describe on paper why you think that you have these.
- Describe for every team member two strengths on a piece of paper and write the name of that team member on it. Also describe why they have these strengths.
- Next every team member will individually present what the strengths of another are and explain why.

According to the discussion that follows you can see what the interest field of the team member are and thus you can connect/relate to certain skills creating an better understanding of different capabilities to be used in a new business.

Important is that team member know from each other what their hobby's, education, motivation and projected future is like. As a leader/manager you can take this information into account when putting forward some questions.

5. Assignment Skill set game - Part 2

Analysing your strengths and skills you can determine whether you are a manager, follower or perfectionist as can be read in the appendix "My skills and I".

Having analysed the strengths and pitfalls of one another, you check if everyone has received the right role in the group. Possibly, some change is needed as long as the group becomes balanced.

6. Learning objective

Every person of the group now has a role which matches the interests of the person. Now someone of the group can take the lead and start a brainstorm session.

Annex 1

Skills Game

Dominant	Influence	Stable	Conformilty
<p>I prefer to be my own boss</p> <p>I know what I want I go all the way to achieve my goal</p> <p>I have high standards for myself</p>	<p>I can get enthusiastic about almost everything</p> <p>I like to tell stories and inspire people</p> <p>I don't want to deal with details and monitoring</p>	<p>I like to cooperate with people</p> <p>I like to help others</p> <p>People can rely on me for the completion of a task</p>	<p>I don't feel comfortable in emotionally charged situations</p> <p>I like to analyse situations</p> <p>I like to cooperate with well organised people that have high standards</p>
<p>I like people that:</p> <ul style="list-style-type: none"> - get to the point right a way - are direct - take quick decissions 	<p>I like people that:</p> <ul style="list-style-type: none"> - have time to chat - are friendly - look for contact 	<p>I like people that:</p> <ul style="list-style-type: none"> - have small talk befor getting to business - make time for a relaxed atmospere - listen to the way I see things 	<p>I like people that:</p> <ul style="list-style-type: none"> - are diplomatic and polite - do meaningfull things - are calm and think clearly
<p>I don't like people that:</p> <ul style="list-style-type: none"> - talk to much - want to keep me 'entertained' - give me instructions 	<p>I don't like people that:</p> <ul style="list-style-type: none"> - are impolite to me - keep their distance - act cool and reserved 	<p>I don't like people that:</p> <ul style="list-style-type: none"> - enforce changes eventhough I am not ready for them - want to change things for no reason - want results from me without considdering my perspective 	<p>I don't like people that:</p> <ul style="list-style-type: none"> - want me to openly show my emotions - force me to take a stand to quickly - desire from me that I hand in work that is only half-finished

Qualities	Qualities	Qualities	Qualities
<p>Great confidence Result oriented Dominant Competitive Great persistence Direct and open</p>	<p>Relationship oriented Influencing Emotional Enthusing Talkative Optimistic Spontaneous</p>	<p>True and loyal Skilled team member Supportive Modest Patient Reliable</p>	<p>Self discipline High standards Detail-oriented Logical, precise Analytic Careful Reserved</p>
<p>“D” likes to influence people in his surroundings, he feels challenged by opposition and wants to acheive results</p>	<p>“I” feel challenged when people have to be brought together or persueded for new activities</p>	<p>“S” feels challenged when he has to cooperate with people in order to obtain results</p>	<p>“C” feels challenged when well known and proven approaches are used to obtain a maximum quality</p>
<p>Takes over command Gets things going Aims for fast results Takes fast desicionsn Questions existng situations Deals with problems</p>	<p>Enters into relations, entertains others Creates a motivational atmosphere Loves to be the centre of attention Likes to work in a team Can express oneselves in a clear manner Shares his feelings wit others</p>	<p>Likes to stay at his work station Mediative, puts people at ease Concentrates on tasks Creates a stable and sustainable environment Sticks to the commonly accepted working methods Is a good and patient listener</p>	<p>Concentrates on details Is tactful/diplomatic with people Is a critical thinker and checks for accuracy Is willing to accept authority Follows instructions and standards Makes decisions analytical after gaining a lot of information</p>

Pitfalls	Pitfalls	Pitfalls	Pitfalls
<p>have to high standards for others</p> <p>Wants to much at the same time.</p> <p>Exaggerates control over people</p> <p>Overlooks risks and warnings</p> <p>Tends to be indifferent to feelings of others</p> <p>Tends to overlook important details</p> <p>Causes problems in teams</p>	<p>Estimates result (to) optimistically</p> <p>Tends to consequently not complete tasks</p> <p>Tries to do to much at the same time</p> <p>Tends to talk to much and act impulsively</p> <p>Has an unfounded fear for rejection</p> <p>Doesn't like to be alone</p>	<p>Doesn't like change</p> <p>Postpones duties</p> <p>Put own needs on the second place</p> <p>Doesn't live up to deadlines under pressure</p> <p>To strongly dependent on relations</p>	<p>Gets caught up in details</p> <p>Cannot let go and delegate</p> <p>Sticks strictlty to regulations</p> <p>Is afraid to make mistakes</p> <p>Hessitates to try new things</p> <p>Is over sensitive to personal criticism</p> <p>Is to carefull and pessimistic</p>

Tips!	Tips!	Tips!	Tips!
<p>Learn to be a better listener</p> <p>Address other peoples needs</p> <p>Carefully illustrate your motives</p>	<p>Set priorities and make hard agreements</p> <p>Be more objective when making a decision</p> <p>Try to assess people more realisticly</p>	<p>Take the initiative more often</p> <p>Enter into confrontation intentionally</p> <p>Accept changes</p>	<p>Try to be more optimistic</p> <p>Handle feelings better</p> <p>Balance costs and yields more realisticly</p>