

Potential Conflicts

Each of the styles from the Parker Team Player Survey brings a unique approach to team interactions. As a result, there can be specific points of contention or misunderstanding between the styles. Here's a breakdown of typical conflicts that might arise between them:

1. Contributor vs Collaborator:

Nature of Conflict: Detail vs Big Picture.

Contributors focus on specific tasks, details, and pragmatics, while Collaborators often think about the overall goal, strategy, or big picture. This can lead to disagreements about what to prioritise.

2. Contributor vs Communicator:

Nature of Conflict: Task vs. Relationship.

Contributors are primarily concerned with getting the task done and can sometimes overlook interpersonal dynamics.

Communicators, on the other hand, prioritise harmony and relationship-building. They might feel the Contributor is too brusque or impersonal.

3. Contributor vs Challenger:

Nature of Conflict: Execution vs. Questioning.

Contributors focus on the "how" and "what" of tasks, while Challengers are more concerned with the "why." Challengers might find Contributors too narrow in their focus, while Contributors might see Challengers as disruptive or unnecessarily complicating things.

4. Collaborator vs Communicator:

Nature of Conflict: Consensus vs Harmony.

While both styles value interpersonal relationships, Collaborators are more about getting everyone on board with a decision, while Communicators prioritise making sure everyone feels heard and understood.

Collaborators might become impatient if a decision is delayed for relational reasons.

5. Collaborator vs Challenger:

Nature of Conflict: Integration vs Critique.

Collaborators seek to integrate various viewpoints, while Challengers are more likely to assess and question them critically. A Collaborator might see a Challenger as too negative, while a Challenger might think the Collaborator isn't discerning enough.

6. Communicator vs Challenger:

Nature of Conflict: Facilitation vs Confrontation.

Communicators aim to keep the peace and facilitate smooth communication, while Challengers aren't afraid to confront or question. A Communicator might perceive a Challenger as aggressive, while a Challenger might think the Communicator is avoiding necessary confrontations.