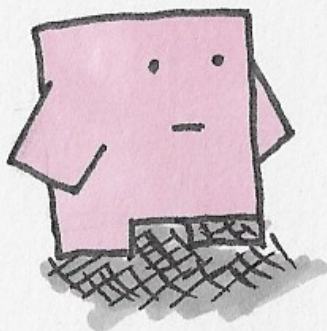


Mover

The mover proposes and creates ideas for the group.

- + First one to act
- + Confident
- + Has many ideas

- Too controlling
- Skips the details
- Unrealistic

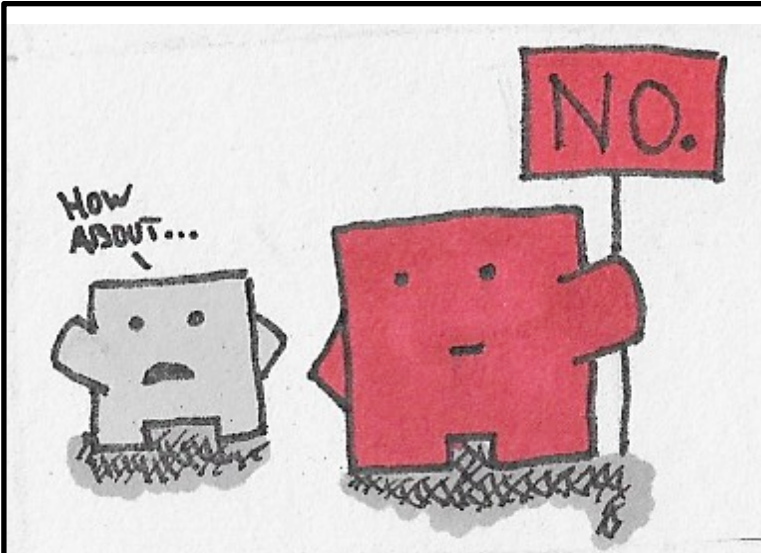


Follower

The follower backs up the best solution or argument from their perspective.

- + Supportive
- + Flexible
- + Hard-working

- "Yes-man" -role
- Not innovative
- No ideas of their own



Opposer

The opposer tends to disagree with the main ideas.

+ Can give constructive criticism

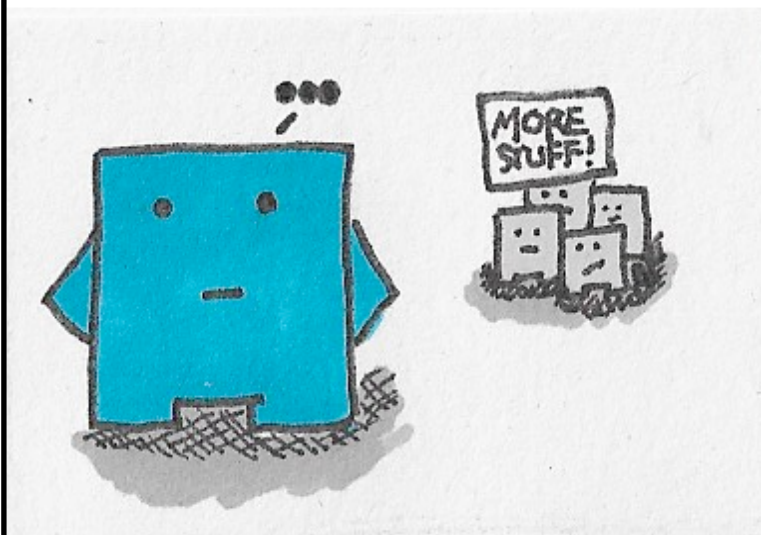
+ Offers a change of perspective

+ Challenges ideas

- Criticizes too much

- Non-constructive opposition

- Emotional judging of other people's opinions



Bystander

The bystander tries to be neutral, and keeps the group focused on the topic.

+ Sees the bigger picture

+ Good listener

+ Provides perspective

- Is not an active participant

- "Devil's advocate"