



Module 8: Managing Dispersed Teams

PRETEST

Managing a dispersed team is different from managing a stationary team.

Various behaviors or actions are listed below. Please rate how well you would do with each of them.

If there are activities that you have never done, give an answer anyway - imagine yourself in a situation that requires such an action and evaluate how well you would cope with it.

Try to answer objectively and honestly.

The answers range from "definitely yes" (1) to "definitely no" (4). For each sentence, circle the number that expresses the appropriate degree of agreement. Provide one answer for each statement.

The individual numbers mean:

1- Definitely NOT

2- Rather NOT

3- Rather YES

4- Definitely YES

No.	Statement	1	2	3	4
1	Feels good being a member of a team working remotely.	1	2	3	4
2	I am satisfied with the method of organization and scheduling of tasks used in my remote work.	1	2	3	4
3	Written communication is not a problem for me in my remote work.	1	2	3	4
4	Visual communication (e.g. video calls) does not cause me any difficulties in my remote work.	1	2	3	4
5	I regularly hold remote meetings with my team	1	2	3	4
6	I have experience in solving conflicts in a dispersed team.	1	2	3	4
7	I believe that it is more difficult to maintain a high level of commitment and motivation in a dispersed team than in a stationary team	1	2	3	4
8	I believe that my team is well motivated and able to work efficiently.	1	2	3	4
9	I deal well with the feeling of loneliness when working remotely.	1	2	3	4
10	I believe that a dispersed team can be as productive as a stationary team.	1	2	3	4
11	I am good at maintaining a work-life balance.	1	2	3	4
12	They cope well with the challenges of different time zones and cultures.	1	2	3	4
13	I can delegate tasks to my team	1	2	3	4
14	My team is aware that they can come to me with any problem.	1	2	3	4



Results:

56 - 45 - you manage a dispersed team very well, you can motivate your team very well to be effective. Written and visual communication is easy for you, which strengthens your team and allows you to eliminate problems related to incomplete transfer of important information. You can perfectly apply methods of setting goals in your professional life. You are aware of the need to maintain a balance between professional and private life. Employees willingly turn to you with problems, because they are aware that you are an open and trustworthy person.

44 - 23 - you manage a dispersed team well, you can motivate your team well to be effective. Written and visual communication sometimes causes you problems, it can cause problems in conveying important information. You can apply well the methods of setting goals in your professional life. You are aware of the need to maintain a balance between professional and private life. Employees know that they can turn to you with a problem, but they are not always willing to do so.

22 > you can't manage a dispersed team, you can't motivate your team to be effective. . Written and visual communication causes you problems, which causes problems in conveying important information. You are not fully aware of the need to maintain a balance between professional and private life. Employees do not know that they can turn to you with a problem, which can cause communication problems.