



## TOOLS FOR THE JOURNEY

### Empowering Masonic Leaders

*Duane A Kemerley*

INTUITIVE OPTIONS

# Building Effective Committees and Teams

Including Dreamers,  
Realists, and Critics

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# **BUILDING EFFECTIVE WORK TEAMS AND COMMITTEES**

Create a work team / committee with a balance of the following:

## **DREAMERS**

- Are oriented to the FUTURE
- Ask the question WHAT?
- Are often visually dominant.
- Are considered right brain dominant.
- Have a tendency to 'chunk up' (expand to the big picture).
- Are almost always 'toward'
- Their strength is the ability to cast a vision.

## **REALISTS**

- Are oriented to NOW
- Ask the question HOW?
- Are natural strategists
- Are considered left brain dominant.
- Have a tendency to 'chunk down' to process
- Their strength is the ability to think sequentially.

## **CRITICS**

- Are oriented to the PAST
- Ask the question WHY?
- Have a tendency to 'chunk down' to detail and question it.
- Generally delete potential.
- Their strength is the ability to find all the problems & pitfalls.

Critics are most often screened out of the process as being negative.  
Learn to use the critic as your coach.

Help critics realize that they will not be allowed to sabotage the process or project.

Teach and encourage the critic to help you cull out all of the possible potholes and landmines before you get there.

Honor the critic's skills.