



Independent Order of Odd Fellows  
Dedicated Members for Change

June 2, 2014

Dear Dedicated Members for Change,

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A fairly regular contributor of articles to this DMC Newsletter is Louie Sarmiento from the Philippines. Here's another article from Louie which might generate some interesting introspection, and perhaps some discussion. The people described by Louie can be found in any organization, including Odd Fellows.

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Dave Rosenberg  
Deputy Grand Master

(p.s. If you have missed some DMC Newsletter, don't despair - they are all available on line at [www.davislodge.org](http://www.davislodge.org). Just move your cursor to "About the Odd Fellows" and click on "Dedicated Members for Change."

You will find current DMC Newsletters, as well as newsletters going back to 2010.)

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PEOPLE IN ORGANIZATIONS, WHICH ONE ARE YOU IN THE ODD FELLOWS?

By Louie Blake Sarmiento, MA in I/O Psychology

People are the heart of an organization. Some people play positive roles that will bring an organization to its highest potential while some people play roles that can lead to the demise of the organization. Without people, there will be no organization, but some people can ruin an organization. For the purpose of self-awareness, below are a list of various roles that people play in an organization:

A. The Positives - they are an organizations' assets. They are people who can help the organization achieve its goals.

1. Leader - responsible for the overall performance of the organization, recognizes the group's strengths and weaknesses, and ensures that the best use is made of each member's potential.



Independent Order of Odd Fellows  
Dedicated Members for Change

2. Shaper -

influences the way in which the team effort is applied, directing attention to the setting of objectives and priorities, and seeks to impose some shape or pattern on the outcome of team or organization activities.

3. Worker -

get things done by turning concepts and plans into practical working procedures and carrying out agreed plans systematically and efficiently.

4. Creator -

advances new ideas and strategies with special attention to major issues and looks for possible new ways to address problems confronting the team.

5. Resource Investigator -

reports on ideas, developments and resource outside of the organization and creates external contacts that may be useful to the organization in their actions.

6. Monitor- Evaluator -

requires analyzing problems and evaluating ideas and suggestions so that the team or organization stays focused on its task.

7. Team Facilitator -

supports members in their strengths, helps compensate for their weaknesses, and improves communication between members by fostering team spirit.

8. Complete- Finisher -

actively searches for aspects of work that need more than the usual degree of attention and maintains a sense of urgency within the team.

B. The Negatives - They are an organization's liabilities. They are people who are detrimental in achieving organizational goals.

1. Super-agreeable -

person who is super nice and smilingly agree with all ideas until some action is required, then they back down or disappear.

2. Know-it-all - person who usually acts superior and make others feel stupid; they may be bull-headed and impatient with differing opinions. They are often self-reliant, don't need or want any help, and don't want to change.



Independent Order of Odd Fellows  
Dedicated Members for Change

3. Chronic Complainer - they are fault-finding, blaming, and certain about what should be done but they never seem able to correct the situation by themselves.

4. Pessimist - A person who always says, "It won't work", "We tried that" or "You can't do that!" They are usually angry, bitter people who have the power to drag people or organizations down because they stir up the old pool of doubt and disappointment within the group.

5. Staller - person who puts off decisions for fear someone in the organization will be unhappy.

6. Hostile -

A person who feels they have been wronged are more likely to be belligerent and violent, you should first try to be sure they have been dealt with fairly.

Now, which role do you play in the Independent Order of Odd Fellows?

Reference:

Muchinsky, P. (2007). *Psychology Applied to Work: An introduction to Industrial and Organizational Psychology*. Singapore: Thomson & Wadsworth