



Group TeamScape Report

Team Name

Printed: 24/03/2014

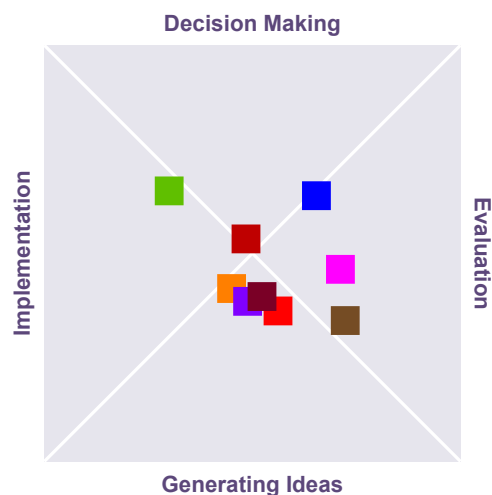
Project: Sample TeamScape

Report Client: Facet5



Profiles of Team Members

Name	Family
Pashto, Carla Key: Carla	Coach
Ramson, Edward Key: Edward	Specialist
Waters, Eugene Key: Eugene	Generalist
Barbosa, Gulpa Key: Gulpa	Promoter
Leperete, Mary Key: Mary	Specialist
Hartshorn, Nancy Key: Nancy	Traditionalist
de los Angeles, Roberto Key: Roberto	Generalist
Dobson, Shirley Key: Shirley	Specialist
Rodgers, Vanessa Key: Vanessa	Coach



Natural Style

Team Member	Contribution	May be seen as
<u>BARBOSA, Gulpa</u>	states own views very early and with force enthusiastic to take action original thinker willing to make the final decision maintains a view on the big picture	domineering argumentative unconcerned with views of others (or organisation)
<u>DE LOS ANGELES, Roberto</u>	genuinely believes in consensus an enthusiastic team player generally willing to listen to all ideas quick to take action willing to make decisions	falls back on precedent and reluctant to take chances overbearing assumes, rather than checks, everybody is on board
<u>DOBSON, Shirley</u>	careful analysis of the complexities of the problem an original thinker creative open-minded presents a carefully thought-through analysis	not interested in working in a team ignores people issues gives up when it gets hard or in response to hard challenge
<u>HARTSHORN, Nancy</u>	provides carefully considered views organised protective of other team members uncritical of other people's ideas capable of providing clear guidance	reluctant communicators conservative and risk averse slow to implement
<u>LEPERETE, Mary</u>	careful analysis of the complexities of the problem an original thinker creative open-minded presents a carefully thought-through analysis	not interested in working in a team ignores people issues gives up when it gets hard or in response to hard challenge
<u>PASHTO, Carla</u>	organisation check resources welcomes all inputs does not jump to conclusions careful analysis	will not take risks reluctant state own opinion over-reliance on process stifles creativity
<u>RAMSON, Edward</u>	careful analysis of the complexities of the problem an original thinker creative open-minded presents a carefully thought-through analysis	not interested in working in a team ignores people issues gives up when it gets hard or in response to hard challenge
<u>RODGERS, Vanessa</u>	organisation check resources welcomes all inputs does not jump to conclusions careful analysis	will not take risks reluctant state own opinion over-reliance on process stifles creativity
<u>WATERS, Eugene</u>	genuinely believes in consensus an enthusiastic team player generally willing to listen to all ideas quick to take action willing to make decisions	falls back on precedent and reluctant to take chances overbearing assumes, rather than checks, everybody is on board

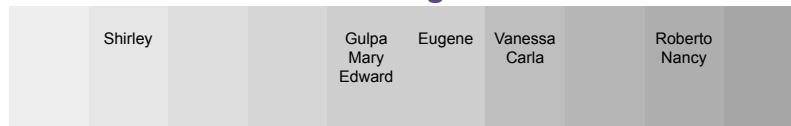
Work Cycle: Team Comparison

The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work.

Practicalities

Get to the point quickly
Identify advantages clearly
Find simple solutions
Save time Oversimplify issues
Blind to broader impact
Short term solutions

Generating Ideas



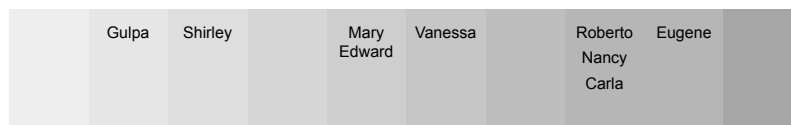
Possibilities

Don't criticise others
Are supportive of others
Suggest alternatives
Broaden the discussion
Can wander off the point
Do not promote own ideas
Avoid final decision
May be impractical

Revolution

Maintain a broad approach
Encourage radical ideas
Look at the "big picture"
Push the limits
May not follow through
May not persist if it gets hard
Can overlook important issues

Evaluation



Evolution

Concentrate on details
Take things steadily
Are organised
Check resources and time available
May be slow to get started
may insist on too much detail
Too conservative

Reflecting

Do not jump to conclusions
Wait to be asked
Give people a chance to speak
Look at all the information
Too slow to commit
Procrastinate
Defer to authority

Decision Making



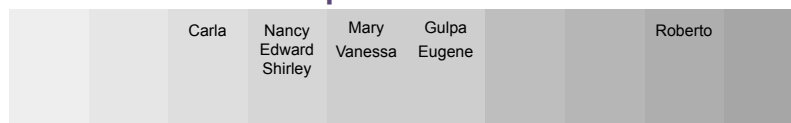
Deciding

Decide what needs to be done
State own views very early
Defend ideas and don't back down
Appear certain and confident
May try to push others
Can start arguments
Go own way without regard for others

Understanding

Thinks ideas through well
Understand in depth
Keep discussion to a minimum
Present salient points
Debate at a technical or specialist level
Rarely discuss personal issues
Prefer private research to open debate

Implementation



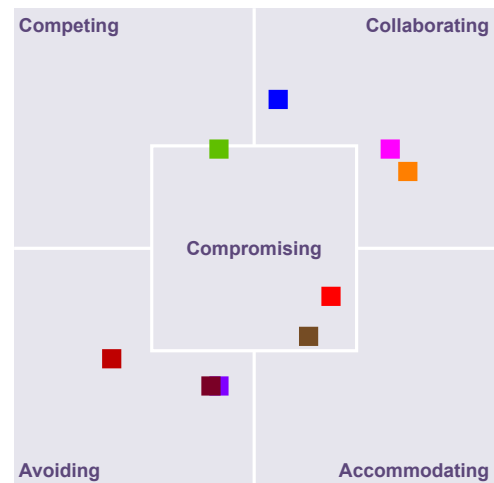
Acting

Get started quickly
Talk and discuss freely
Show obvious enthusiasm
Are involved from the beginning
Are easily distracted
Interrupt others
Lose focus and direction

Reaching agreement and resolving disputes

Name	Orientation
Pashto, Carla Key: Carla	Compromising
Ramson, Edward Key: Edward	Avoiding
Waters, Eugene Key: Eugene	Collaborating
Barbosa, Gulpa Key: Gulpa	Competing
Leperete, Mary Key: Mary	Avoiding
Hartshorn, Nancy Key: Nancy	Collaborating
de los Angeles, Roberto Key: Roberto	Collaborating
Dobson, Shirley Key: Shirley	Avoiding
Rodgers, Vanessa Key: Vanessa	Compromising

Group Orientation: Facet5 Scores



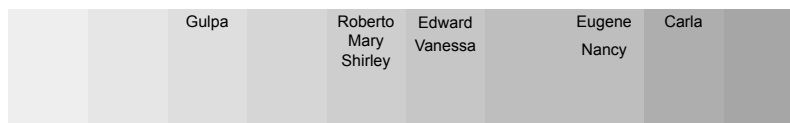
Preferred Tactics

This chart shows the natural preference in how team members reach agreements and resolve disputes

Rule Free

each situation is unique and needs a unique solution
we can place little reliance on history
treat each situation on its merits
we are not bound by existing rules

Tactics



Rule Conscious

we try to remain logical and sensible
we set an agenda to resolve the issue
we look for precedent, rules and regulations
we apply processes and procedure

Proportionality

This chart shows the tendency within you and your team to keep cool when things become disputed or to get deeply involved and concerned with the result.

Under-react

may seem oblivious to importance of issues
can seem blasé and unconcerned
under-reacts to issues

Proportionality



Over-react

becomes intense
takes things seriously
takes things to heart
worries
gets things out of proportion

Comments

Use this space to note the key lessons you have taken from the TeamScape discussions.

What are the key objectives of our team

What are the strengths of our team in terms of achieving the key objectives?

What are the limitation of our team in terms of achieving the key objectives?

What are the key actions we can undertake to help our team be more effective?

Facet5 Families - word pictures

☐ Architect



- Has a keen sense of purpose
- Imaginative and creative but can seem self-centred
- Knows own mind
- Expects others to stand up for themselves

themselves

• *Puts own ideas ahead of others'*

• *Can seem unsympathetic, insensitive, fiercely independent*

☐ Controller



- Reserved, fairly formal style
- Avoids risks and can resist change
- Likes clear guidelines and agendas
- Respects a hierarchy and the status quo

quo

• *Can seem too conservative*

• *Could be perceived as distant and aloof*

☐ Coach



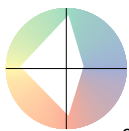
- Sympathetic nature which can be masked by reserve
- Quiet but efficient manner
- High ideals and principles
- Strong commitment with a desire to help out

to help out

• *May take time to 'warm up'*

• *Will be disappointed if ideals are not met*

☐ Advocate



- Exuberant, outgoing manner
- Likes making friends and interacting with others
- Wide ranging interests and exciting ideas

• Flexible but goal oriented

• *Impulsive*

• *Could interfere with others' work*

☐ Presenter

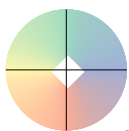


- Out-going, polished style
- Gregarious and fun-loving
- Fits easily into different environments
- Simple, practical viewpoints

• *Can seem superficial, ignores 'real' issues*

• *Promises but may not deliver*

☐ Specialist



- Subdued, reserved style
- Difficult to draw out in social groups
- Prefers independence and autonomy

• Likes working on one clear task at a time

• *Can be over-looked by more dominant people*

• *Can be too focused on own concerns*

☐ Explorer

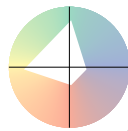


- Fun-loving and social
- Quick to make contact with others
- Relaxed and easy-going
- Free-thinking, imaginative, and stimulating

• *Can be erratic and unfocused*

• *Can get side-tracked by new ideas*

☐ Promoter

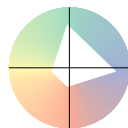


- Very outgoing and forthright style
- Quick to speak out and to give views
- Goal-oriented and self-promoting
- Thinks imaginatively and broadly

• *Can intimidate quieter, less 'up front' people*

• *May be overwhelming and too rapid*

☐ Producer



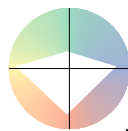
- Determined with a strong sense of purpose
- Looks for continuous improvement
- Pushes projects through determinedly

• Is ambitious and goal-oriented

• *May tread on others' toes*

• *Autocratic, demanding*

☐ Developer



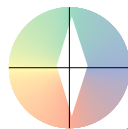
- Warm and sympathetic manner
- Genuine interest in others and desire to help
- Has strong sense of morality and responsibility

• Will defend others and stand up for them

• *May neglect own interests*

• *Risks taking on too much*

☐ Idealist



- Deep-thinking
- Concerned with philosophical issues
- Individualistic - unusual style
- Goes own way

• *Can be hard to work out*

• *Idealistic and impractical*

☐ Chameleon

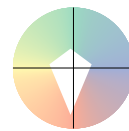


- Presents a composed but friendly style
- Adapts readily to any situation
- Doesn't impose on others
- Tolerates most differing styles

• *Can find it difficult to express their true opinions*

• *Can seem rather inconsistent*

☐ Supporter

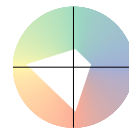


- Tolerant and easy-going
- Always helpful to others
- Sympathetic and helpful
- Seeks harmony and understanding

• *Can be manipulated by more pragmatic people*

• *Can be naive in what they expect from others*

☐ Facilitator



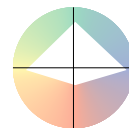
- Social and out-going manner
- Likes to meet people and exchange ideas
- Puts others' interests ahead of own

• Tolerant and understanding

• *Can be too relaxed and friendly*

• *May seem to lack business focus*

☐ Entrepreneur



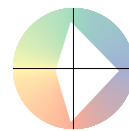
- Confident, self-assured manner
- Outgoing and stands out in the crowd
- Definite sense of direction and method

• Stands up for own opinions

• *May seem 'larger than life'*

• *Can be insensitive or even uncaring*

☐ Traditionalist

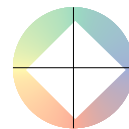


- Cautious, private personal style
- Takes time to get to know
- Has a strict code of standards and ethics
- Is implacable on matters of principle

• *Can be intolerant and dismissive*

• *Opts for conservative methods and resists experiments*

☐ Generalist



- Ebullient, gregarious and fun-loving
- Prepared to mix with anyone
- Demanding but flexible
- Adapts to people or circumstances

• *Can be all things to all people*

• *Interferes with others' work*