



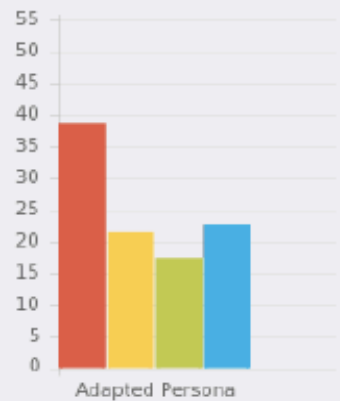
me Sample Report

For illustrative purposes, the following pages highlight just some of the tools available to help increase organisational and employee efficiency. Using Bobby's assessment results as an example, we can see how he contributes to his team and where he can increase his input alongside the different dynamics found in every team.

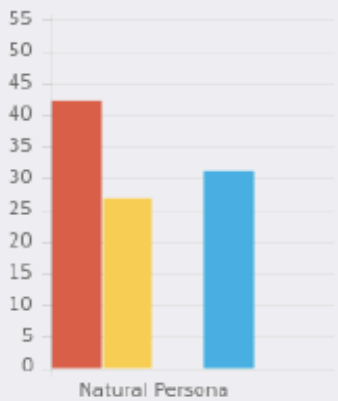
Other team members can identify how best they can each maximise all of their contributions by enhancing their preferred role preference and methods of communication with each other.

Below provides a broad outline of Bobby's preferred ways of doing things. It highlights his individual strengths and potential areas for development

Bobby gives instructions easily in fast changing situations and enjoys taking charge. When he has an important deadline, action may take precedence over discussion. When he needs to be, he can be forceful in putting over his point of view and may not yield, even in the face of lots of opposition. He loves a challenge. When he is committed to a project he will put forward his ideas with passion, enthusiasm and conviction. He is seen as one of life's go-getters. Independence is important to him and he will resist those who try to control what he does. At times, consideration of the people involved only comes in the context of the task and goal.



ADAPTED
This graph shows how you are currently adapting your preferred ways of doing things.



NATURAL
This graph illustrates your more instinctive preference for the behaviours associated with each colour.



WHEEL POSITION
The further your position is from a colleague, the more you may differ in your perception of the "right" way to do things.

We all adapt our behaviour depending on the scenario but are we aware of what we are suppressing or working hard to portray in the workplace. What we can see that Bobby is self-aware and is working hard to push through his green tendencies in the workplace.

+ STRENGTHS

These are some of the key strengths a person with this colour preference may have.

- Gives direct feedback
- Wants the team to win
- Works to tight deadlines
- Gives instant feedback
- Takes conflict in his stride
- Sets goals for the team

CHALLENGES

Possible areas for development to look out for that they may still need to work on.

- Blunt and to the point
- Can see others as too soft
- Can make others feel inferior
- Regularly ruffles feathers
- Need for action overrides planning and evaluation considerations
- Unwilling to let anything get in his way

Understanding your preferences is crucial and identifying where each member of your team sits will help identify any potential gaps, strengths and succession planning requirements. Being aware of your teams preferred communications styles allows you to increase efficiency especially when under pressure when effective communication is key.

We all want to feel like we are adding value and understanding where those small margins can be exploited can create sustained competitive advantage. Knowing how you respond to negative and positive situations can help you prepare for every potential situation individually and collectively.



COMMITMENT

Ways in which they may show their commitment

- Once bought in, he gets quickly down to action
- Commitment, to him, means absolute buy-in to the end goal
- Surprised if anyone questions his commitment
- Thinks critically about anyone in the team who doesn't show his level of commitment



VALUE TO A TEAM

Their particular value to the team may lie in areas identified below.

- Gets down to business
- Leads from the front
- Challenges the status quo
- Ensures that the targets are stretching
- Drives everyone to keep their noses to the grindstone
- Focuses on the important tasks



Team Wheel Example

BLUE

8. Angela

RED

1. Bobby

GREEN

5. Teresa
6. Nelson
7. Arsene

YELLOW

2. Boris
3. Simon
4. Richard

