

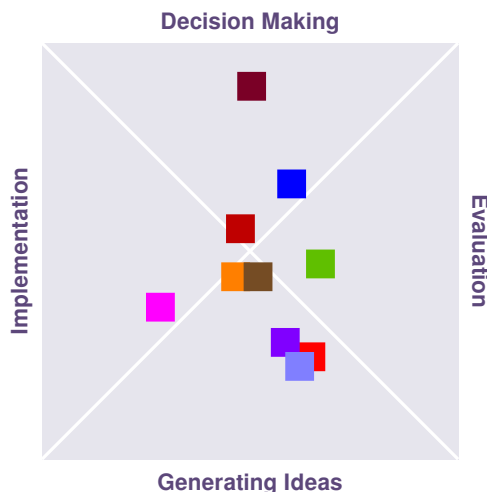
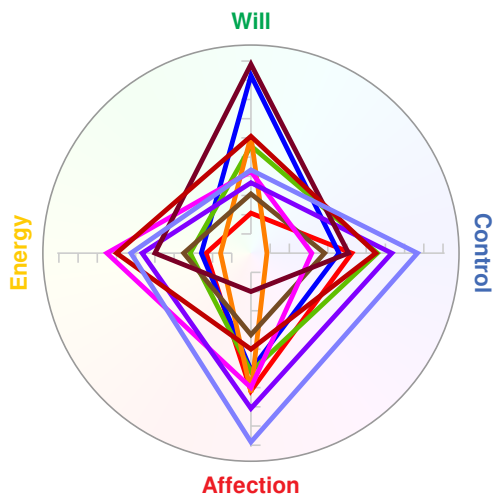
# Facet5 TeamScape

## TeamScape Facilitator

Printed: 19/10/2020  
Project: Psychology Department  
Company: Facet5 Global Marketing



# Facet5 Profiles of Team Members



Name	Will	Energy	Affection	Control	Emotionality	Family
Maslow, Abraham Key: Abraham	3.8 Determination 4.3 Confrontation 1.5 Independence	5.8 Vitality 5.4 Sociability 6.2 Adaptability	8.2 Altruism 8.2 Support 8.2 Trust	7.5 Discipline 7.5 Responsibility	3.9 Tension 5.2 Apprehension	Developer
Bandura, Albert Key: Albert	3.2 Determination 2.9 Confrontation 5.2 Independence	3.6 Vitality 3.2 Sociability 4.8 Adaptability	4.4 Altruism 3.6 Support 4.7 Trust	4 Discipline 4 Responsibility 3.9	8.3 Tension 7.9 Apprehension	Specialist
Tversky, Amos Key: Amos	6.2 Determination 4.2 Confrontation 7.3 Independence	7.1 Vitality 7.7 Sociability 7.7 Adaptability	5.1 Altruism 5.6 Support 5.5 Trust	6.6 Discipline 5.6 Responsibility 7.5	6.7 Tension 6.2 Apprehension	Entrepreneur
Rogers, Carl Key: Carl2	2.2 Determination 1.9 Confrontation 1.1 Independence	2.5 Vitality 1.6 Sociability 1.5 Adaptability	7.3 Altruism 7.5 Support 6.9 Trust	5.4 Discipline 5.5 Responsibility 5.4	5.4 Tension 5.1 Apprehension	Supporter
Jung, Carl Key: Carl	9.4 Determination 9.1 Confrontation 8.6 Independence	2.7 Vitality 2.6 Sociability 4.4 Adaptability	6.2 Altruism 6.6 Support 5.2 Trust	4.7 Discipline 4.6 Responsibility 4.7	7.9 Tension 7.5 Apprehension	Idealist
Kahneman, Daniel Key: Daniel	5.7 Determination 7.1 Confrontation 2.9 Independence	3.3 Vitality 2.7 Sociability 2 Adaptability	6.3 Altruism 6.6 Support 5.7 Trust	6.7 Discipline 6.7 Responsibility 6.7	7.9 Tension 7.9 Apprehension	Traditionalist
Loftus, Elizabeth Key: Elizabeth	4.4 Determination 7.6 Confrontation 2.8 Independence	7.6 Vitality 8.1 Sociability 6.5 Adaptability	7.1 Altruism 7.1 Support 7.1 Trust	3.3 Discipline 3.2 Responsibility 3.4	3.8 Tension 3.6 Apprehension	Facilitator
Piaget, Jean Key: Jean	4.5 Determination 5.5 Confrontation 3.2 Independence	6.4 Vitality 6.4 Sociability 5.5 Adaptability	10 Altruism 10 Support 10 Trust	8.8 Discipline 8.8 Responsibility 8.8	9 Tension 8.8 Apprehension	Developer
Freud, Sigmund Key: Sigmund	10 Determination 10 Confrontation 9.2 Independence	5.1 Vitality 5.3 Sociability 4.4 Adaptability	2.1 Altruism 2.9 Support 1.3 Trust	5.2 Discipline 4.8 Responsibility 5.7	3.1 Tension 5.3 Apprehension	Architect
James, William Key: William	6.2 Determination 6.1 Confrontation 3.9 Independence	1.7 Vitality 1.4 Sociability 1.1 Adaptability	7.4 Altruism 7.8 Support 6.6 Trust	1 Discipline 1 Responsibility 1	8.6 Tension 10 Apprehension	Idealist

NOTE: The keys listed beneath the individuals' names in the table above are used in charts throughout this report.

# Introduction

This report summarises the Facet5 TeamScape results of the team. The report is in 3 sections:

1. The natural style - Shows the natural working style as predicted by Facet5. **Contribution** highlights the capabilities that the team member naturally brings to the team; **May be seen as** highlights the areas where they may be less effective.
2. The Team Comparison
  - How the team compares in terms of personal style and
  - How you compare to others in the team
3. Reaching agreement
  - Team Orientation including your natural approach and the way others see you.
  - Team preferred Tactics looking at the extent to which you and your team apply rules and processes
  - The level of Proportionality which indicates the intensity and stress involved in disputes in the team

# Natural Style

Shows the natural working style as predicted by Facet5. **Contribution** highlights the capabilities that the team member naturally brings to the team; **May be seen as** highlights the areas where they may be less effective.

Name	Contribution	May be seen as
Bandura, Albert	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
Freud, Sigmund	a confident decision maker unhampered by complicated people issues states own ideas very quickly independent thinker will adopt a radical approach	failure to discuss may be on their own, not the team's, agenda stubborn attachment to own ideas
James, William	highly creative strong explorers of complexities able to highlight the crux of any debate willing to take decisions confidence	a reluctance to reveal their thought processes to others idealistic and unrealistic tending to over-complicate
Jung, Carl	highly creative strong explorers of complexities able to highlight the crux of any debate willing to take decisions confidence	a reluctance to reveal their thought processes to others idealistic and unrealistic tending to over-complicate
Kahneman, Daniel	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
Loftus, Elizabeth	actively seeks consensus willingly tries out new and radical ideas supports other people's ideas enthusiastic talks widely about issues not necessarily directly relevant	lack of personal conviction interrupts inappropriately impractical
Maslow, Abraham	values consensus quick to act practical flexible organised	perceives a limited range of possibilities doesn't consider high risk solutions interrupts others
Piaget, Jean	values consensus quick to act practical flexible organised	perceives a limited range of possibilities doesn't consider high risk solutions interrupts others
Rogers, Carl	seeks genuine consensus willing to explore all avenues non-judgmental creative supportive of others ideas	quiet and often overlooked distracted by people issues slow to state a point of view

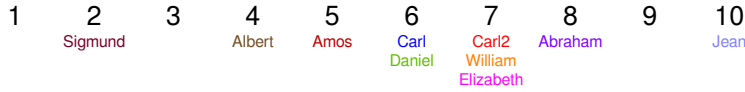
Name	Contribution	May be seen as
Tversky, Amos	states ideas confidently and quickly willing to take final decisions happy to discuss ideas is quick to implement practical	fails to comprehend complexities relies on precedent and avoids high risk solutions discussion is entered into in order to persuade, not seek compromise

# Work Cycle: Team Comparison

## 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

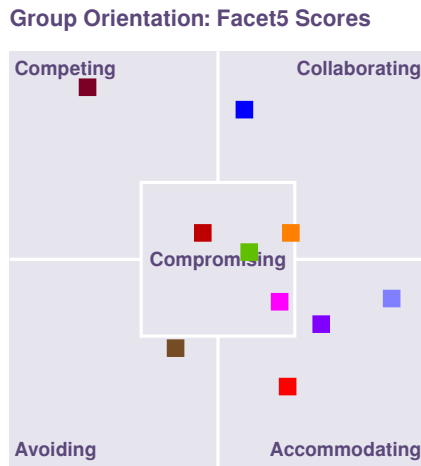


## Acting

- 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

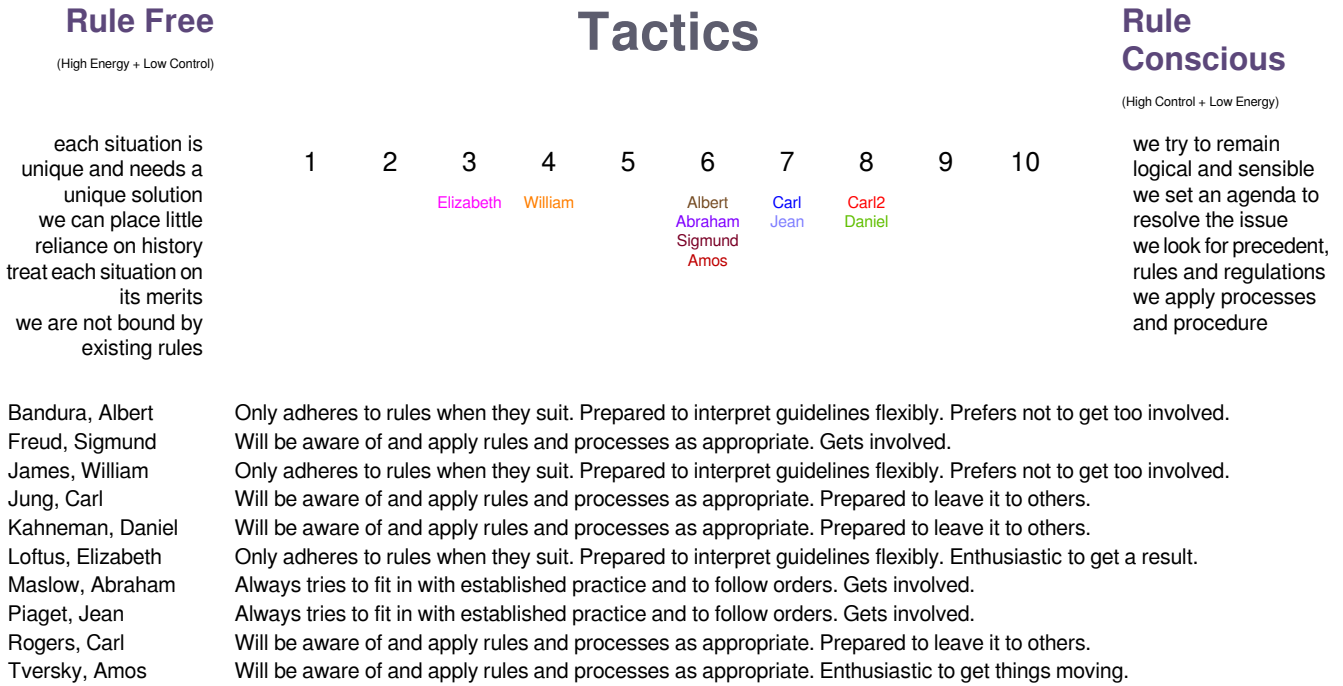
The chart below shows the orientation the team would be most likely to adopt if faced with conflict and disagreement. Refer to page 2 for the key.



Name	Mode	Comment
Bandura, Albert	Avoiding	Rarely expresses own views forcefully. Avoids argument but looks to own needs. Thinks about others but not at expense of self.
Freud, Sigmund	Competing	Has a strong personal agenda and is prepared to argue and demand to get own way. Doesn't really consider others. A strong Win-Lose orientation.
James, William	Compromising	Consistently focuses on others needs but has strong views as to what is good for them. Argues for the greater good. Searches for an ideal.
Jung, Carl	Collaborating	Tries to impose own view on others. Focuses on others needs but not at the expense of self.
Kahneman, Daniel	Compromising	Asserts own view but is willing to listen. Focuses on others' needs but not at the expense of self.
Loftus, Elizabeth	Compromising	Consistently focuses on others needs. Doesn't impose but contributes when invited. Can be self-sacrificing.
Maslow, Abraham	Accommodating	Focusses mostly on satisfying others and keeping them happy even at the expense of his/her own wellbeing. A "Lose-Win" orientation - self sacrificing.
Piaget, Jean	Accommodating	Consistently focuses on others needs. Doesn't impose but contributes when invited. Can be self-sacrificing.
Rogers, Carl	Accommodating	Focusses mostly on satisfying others and keeping them happy even at the expense of his/her own wellbeing. A "Lose-Win" orientation - self sacrificing.
Tversky, Amos	Compromising	Has a strong view of what is needed. Forceful in argument. Balances own needs with those of others. Doesn't take advantage of others' weakness.

# Preferred Tactics

This chart shows your natural preference and compares this to the way other people see you.



# 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.

