

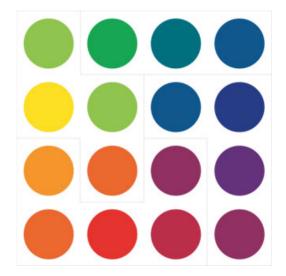


TeamScape Report

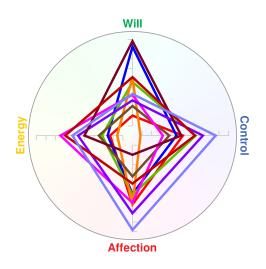
Abraham Maslow

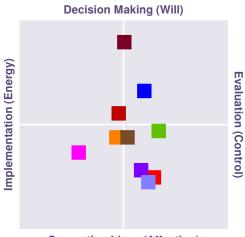
Printed: 10/11/2020

Project: Psychology Department Company: Facet5 Global Marketing



Facet5 Profiles of Team Members





Generating	

Name	Will	Energy	Affection	Control	Emotionality	Family
Maslow, Abraham Key: Abraham	3.8 Determination 5.5 5.8 Confrontation 4.3 Independence 1.5	Vitality 5.7 8.2 Sociability 5.4 Adaptability 6.2	Altruism 8.2 7 Support 8.2 Trust 8.2	7.5 Discipline 7. Responsibility 7.	5 3.9 Tension 5.2 5 Apprehension 2.6	Developer
Bandura, Albert Key: Albert	3.2 Determination 1.6 3.6 Confrontation 2.9 Independence 5.2	Sociability 2.7 4.4 Sociability 3.2 Adaptability 4.8	Altruism 3.6 Z Support 4.7 Trust 5	Discipline Responsibility 3.	4 8.3 Tension 7.9 9 Apprehension 8.7	Specialist
Tversky, Amos Key: Amos	6.2 Determination 7.2 7.1 Confrontation 4.2 Independence 7.3	Vitality 7.7 5. Sociability 5.9 Adaptability 7.7	Altruism 5.6 6 Support 4 Trust 5.5	5.6 Discipline 5. Responsibility 7.	6 6.7 Tension 7.3 5 Apprehension 6.2	Entrepreneur
Rogers, Carl Key: Carl2	2.2 Determination 1.9 Confrontation 1.1 Independence 3.4	Vitality 1.6 7.3 Sociability 1.5 Adaptability 4.4	Altruism 7.5 Support 6.9 Trust 7.5	5.4 Discipline 5. Responsibility 5.	5 5.4 Tension 5.1 Apprehension 5.7	Supporter
Jung, Carl Key: Carl	9.4 Determination 9.1 2.7 Confrontation 8.6 Independence 10	7 Vitality 2.6 6.2 Sociability 1.8 Adaptability 3.6	Altruism 6.6 Z Support 5.2 Trust 6.8	4.7 Discipline 4. Responsibility 4.		Idealist
Kahneman, Daniel Key: Daniel	5.7 Determination 7.1 Confrontation 2.9 Independence 7.2	3 Vitality 2.7 6.3 Sociability 2 Adaptability 5.2	3 Altruism 6.6 Support 5.7 Trust 6.6	6.7 Discipline 6. Responsibility 6.	77.9 Tension 7.9 Apprehension 7.9	
Loftus, Elizabeth Key: Elizabeth	4.4 Determination 7.6 7.6 Confrontation 2.8 Independence 2.6	S Vitality 8.1 7. Sociability 6.5 Adaptability 8.1	Altruism 7.1 Support 7.1 Trust 7.1	3.3 Discipline 3. Responsibility 3.	2 3.8 Tension 3.6 4 Apprehension 4	Facilitator
Piaget, Jean Key: Jean	4.5 Determination 5.5 6.4 Confrontation 3.2 Independence 4.8	Vitality 6.4 10 Sociability 5.5 Adaptability 7.4	Altruism 10 8 Support 10 Trust 10	3.8 Discipline 8. Responsibility 8.	8 Tension 8.8 8 Apprehension 9.1	Developer
Freud, Sigmund Key: Sigmund	10 Determination 10 5.1 Confrontation 10 Independence 9.2	Vitality 5.3 2. Sociability 4.4 Adaptability 5.5	Altruism 2.9 Support 1.3 Trust 2	5.2 Discipline 4. Responsibility 5.	8 3.1 Tension 1 7 Apprehension 5.3	Architect
James, William Key: William	6.2 Determination 6.1 Confrontation 3.9 Independence 8.6	7 Vitality 1.4 7.2 Sociability 1.1 Adaptability 2.5	Altruism 7.8 Support 6.6 Trust 7.8	Discipline Responsibility	1 8.6 Tension 10 Apprehension 6	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 you and your team. It should be read in conjunction with the Facet5 TeamScape Participant's Guide which is available from the Facet5 web site. The report is in 3 sections:

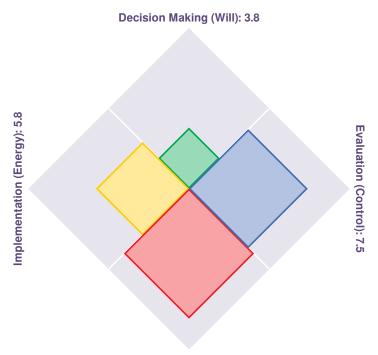
- 1. The Work Cycle this section describes your fundamental approach to solving problems when they arise. It shows:
 - 1.1. How you appear to other people
 - · Your natural style based on your Facet5 profile and
 - · The way that other people see you working.
 - 1.2. The Team Comparison
 - · How the team compares in terms of personal style and
 - · How you compare to others in the team
- 2. Reaching agreement
 - 2.1. Your Orientation including your natural approach and the way others see you.
 - 2.2. Your preferred Tactics looking at the extent to which you and your team apply rules and processes
 - 2.3. The level of Proportionality which indicates the intensity and stress involved in disputes in your team
- 3. Comments from Reviewers showing those areas where you are thought to provide valuable input and those where you might be able to improve.

This report is designed to provide baseline information for your team to use to improve team functioning. Your facilitator will use this information to help you and your team to identify those areas where you can capitalise on natural strengths and those areas where, through feedback and disclosure, issues can be resolved.

Your contribution to the Work Cycle

Where you put your effort is influenced by your Facet5 profile. This chart uses your Facet5 scores to draw 4 boxes, one for each phase in the work cycle. The size of the box indicates the phase of the cycle where you will contribute most: your preferred approach. The larger the box, the more you will attend to that phase of the cycle. The smaller the box, the less you will attend to that phase of the cycle. Remember that the labels on this chart refer to the Work Cycle Phase. Which set of "Protocols" you are likely to follow depends on your Facet5 scores. For example if your Facet5 score for Will is high (e.g. >7) then you will probably be quick to make a decision. You may find it hard to hold back. If your score for Will is low (e.g. <4) then you are likely to prefer a more Reflective way of working. You would rather wait till all the information is in. Your chart is shown below.





Generating Ideas (Affection): 8.2

Natural Style

Contribution: (these are the capabilities that you naturally bring to the team)

- values consensus
- quick to act
- practical
- flexibleorganised

May be seen as: (these are elements that may make you less effective)

- perceives a limited range of possibilities
- doesn't consider high risk solutions
- interrupts others

Work Cycle: Team Comparison

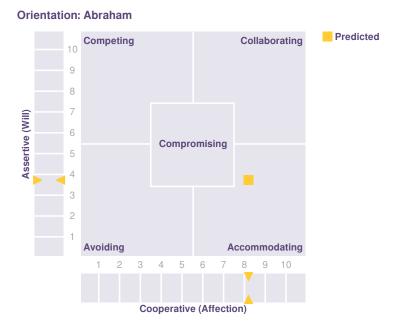
The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work. The shaded box shows where you naturally fit in compared to others in the team, based on your Facet5 profile.

	•		•							
Generating Ideas (Affection)									Possibilities	
1	2 Sigmund	3	4 Albert	5 Amos	6 Carl Daniel	7 Carl2 William Elizabeth	8 Abraham	9	10 Jean	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
			Evalu	uatior	n (Cor	ntrol)				Evolution
1 William	2	3 Elizabeth	4 Albert	5 Carl2 Carl Sigmund	6	7 Daniel Amos	8 Abraham	9 Jean	10	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
			Decis	ion M	aking	(Will	l)			Deciding
1	2 Carl2	3 Albert	4 Elizabeth Abraham	5 Jean	6 Daniel William Amos	7	8	9 Carl	10 Sigmund	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
		Im	plem	entat	ion (E	Energ	Jy)			Acting
1	2 William	3 Carl2 Carl Daniel	4 Albert	5 Sigmund	6 Abraham Jean	7 Amos	8 Elizabeth	9	10	Get started quickly Talk and discuss freely Show obvious enthusiasm Are involved from the beginning Are easily distracted Interrupt others Lose focus and direction
	1 William	Sigmund 1 2 William 1 2 Carl2	1 2 3 William 2 3 Carl2 Albert 1 2 3 Carl2 Carl2 Carl	1 2 3 4 Albert Levalue 1 2 3 4 Albert 1 2 3 4 Albert 1 2 3 4 Elizabeth Abraham Implementation 1 2 3 4 Albert Levalue 1 4 Albert Implementation 2 3 4 Albert Levalue 2 3 4 Albert Levalue 3 4 Albert Abraham	Evaluation 1 2 3 4 5 William 2 Elizabeth Albert Carl2 Carl Sigmund Decision M 1 2 3 4 5 Carl2 Albert Elizabeth Abraham Implementat 1 2 3 4 5 Jean Limplementat 1 2 3 4 5 Jean Albert Sigmund	Evaluation (Condition of Condition of Condit	Evaluation (Control) 1 2 3 4 5 6 7 William 2 Elizabeth Albert Carl2 Carl Carl2 Carl Sigmund S	Evaluation (Control) 1 2 3 4 5 6 7 8 Abraham Elizabeth Albert Carl2 Carl Carl2 William Elizabeth Abraham Decision Making (Will) 1 2 3 4 5 6 7 8 Abraham Sigmund 1 2 3 4 5 6 7 8 Abraham Amos Implementation (Energy) 1 2 3 4 5 6 7 8 Abraham Amos	Evaluation (Control) 1 2 3 4 5 6 7 8 9 William	Evaluation (Control) 1 2 3 4 5 6 7 8 9 10 William 2 Elizabeth Albert Carl2 Carl Sigmund Making (Will) 1 2 3 4 5 6 7 8 9 10 Decision Making (Will) 1 2 3 4 5 6 7 8 9 10 Carl2 Albert Elizabeth Abraham Arraham Elizabeth Arraham

Reaching agreement and resolving disputes

Your Orientation

The chart below shows the orientation you would be most likely to adopt if faced with conflict and disagreement. This is based on your Facet5 scores for Will and Affection.



Abraham

Focusses mostly on satisfying others and keeping them happy even at the expense of his/her own wellbeing. A "Lose-Win" orientation - self sacrificing.

The chart below shows your orientation in relation to the rest of the team. Refer to page 2 for the key.

Competing Collaborating

Compromising

Avoiding Accommodating

Preferred Tactics

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

Rule Free (High Energy + Low Control)		Tactics									Rule Conscious (High Control + Low Energy)
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	1	2	3 Elizabeth	4 William	5	6 Albert Abraham Sigmund Amos	7 Carl Jean	8 Carl2 Daniel	9	10	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

Abraham

Always tries to fit in with established practice and to follow orders. Gets involved.

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 Proportionality Over-react may seem oblivious to becomes intense 3 5 10 importance of issues takes things seriously Carl2 Sigmund Carl William can seem blasé and Amos takes things to heart Jean unconcerned worries gets things out of under-reacts to issues proportion

Abraham

Always cool and unmoved. Maintains calm under pressure. May seem to under-react.

May be seen to:

- * avoid issues by walking away
- * be approachable but not intrusive
- * express concern for others but can lack empathy
- * be coolly practical, restrained and disciplined

Legend

Predicted

Comments

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

Things you do that your colleagues feel help the team

Things you do that your colleagues feel do not help the team