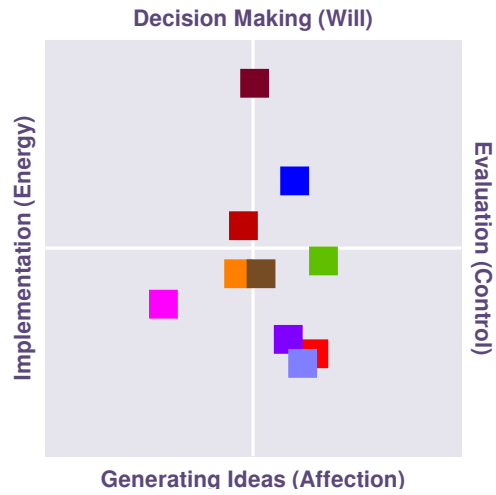
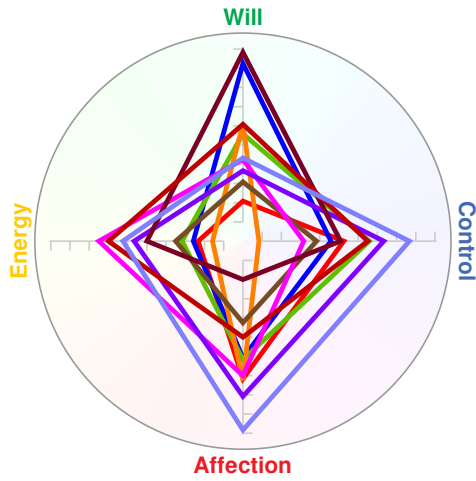


TeamScape Report  
**Abraham Maslow**

Printed: 10/11/2020  
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 Confrontation Independence	5.5 4.3 1.5	5.8	Vitality Sociability Adaptability	5.7 5.4 6.2	8.2	Altruism Support Trust	8.2 8.2 8.2	7.5	Discipline Responsibility	7.5 7.5	3.9	Tension Apprehension	5.2 2.6	Developer
Bandura, Albert Key: Albert	3.2	Determination Confrontation Independence	1.6 2.9 5.2	3.6	Vitality Sociability Adaptability	2.7 3.2 4.8	4.4	Altruism Support Trust	3.6 4.7 5	4	Discipline Responsibility	3.9 7.5	8.3	Tension Apprehension	7.9 8.7	Specialist
Tversky, Amos Key: Amos	6.2	Determination Confrontation Independence	7.2 4.2 7.3	7.1	Vitality Sociability Adaptability	7.7 5.9 7.7	5.1	Altruism Support Trust	5.6 4 5.5	6.6	Discipline Responsibility	5.6 7.5	6.7	Tension Apprehension	7.3 6.2	Entrepreneur
Rogers, Carl Key: Carl	2.2	Determination Confrontation Independence	1.9 1.1 3.4	2.5	Vitality Sociability Adaptability	1.6 1.5 4.4	7.3	Altruism Support Trust	7.5 6.9 7.5	5.4	Discipline Responsibility	5.5 5.4	5.4	Tension Apprehension	5.1 5.7	Supporter
Jung, Carl Key: Carl	9.4	Determination Confrontation Independence	9.1 8.6 10	2.7	Vitality Sociability Adaptability	2.6 1.8 3.6	6.2	Altruism Support Trust	6.6 5.2 6.8	4.7	Discipline Responsibility	4.6 4.7	7.9	Tension Apprehension	7.5 8.4	Idealist
Kahneman, Daniel Key: Daniel	5.7	Determination Confrontation Independence	7.1 2.9 7.2	3.3	Vitality Sociability Adaptability	2.7 2 5.2	6.3	Altruism Support Trust	6.6 5.7 6.6	6.7	Discipline Responsibility	6.7 6.7	7.9	Tension Apprehension	7.9 7.9	Traditionalist
Loftus, Elizabeth Key: Elizabeth	4.4	Determination Confrontation Independence	7.6 2.8 2.6	7.6	Vitality Sociability Adaptability	8.1 6.5 8.1	7.1	Altruism Support Trust	7.1 7.1 7.1	3.3	Discipline Responsibility	3.2 3.4	3.8	Tension Apprehension	3.6 4	Facilitator
Piaget, Jean Key: Jean	4.5	Determination Confrontation Independence	5.5 3.2 4.8	6.4	Vitality Sociability Adaptability	6.4 5.5 7.4	10	Altruism Support Trust	10 10 10	8.8	Discipline Responsibility	8.8 8.8	9	Tension Apprehension	8.8 9.1	Developer
Freud, Sigmund Key: Sigmund	10	Determination Confrontation Independence	10 10 9.2	5.1	Vitality Sociability Adaptability	5.3 4.4 5.5	2.1	Altruism Support Trust	2.9 1.3 2	5.2	Discipline Responsibility	4.8 5.7	3.1	Tension Apprehension	1 5.3	Architect
James, William Key: William	6.2	Determination Confrontation Independence	6.1 3.9 8.6	1.7	Vitality Sociability Adaptability	1.4 1.1 2.5	7.4	Altruism Support Trust	7.8 6.6 7.8	1	Discipline Responsibility	1 1	8.6	Tension Apprehension	10 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:

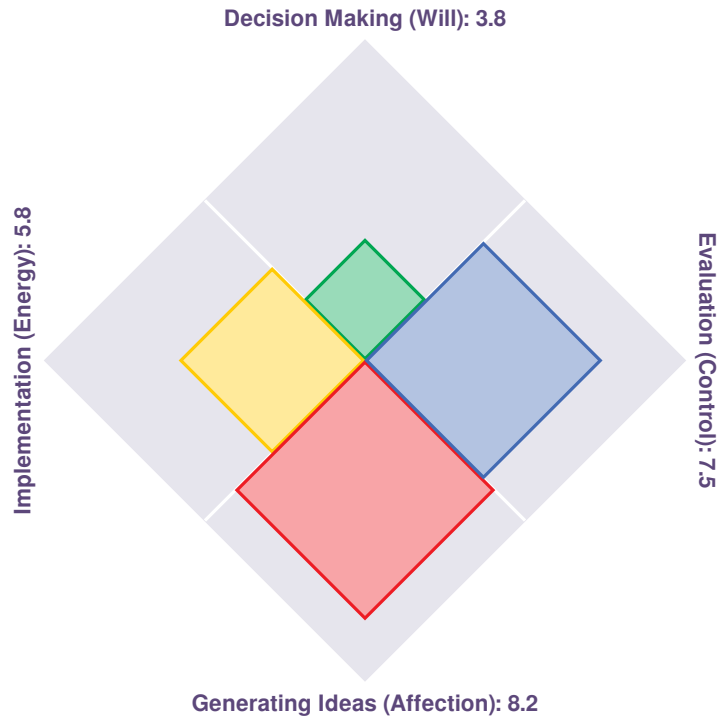
1. The Work Cycle - this section describes your fundamental approach to solving problems when they arise. It shows:
  - 1.1. How you appear to other people
    - Your natural style based on your Facet5 profile and
    - The way that other people see you working.
  - 1.2. The Team Comparison
    - How 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.

## Work Cycle: Abraham



## Natural Style

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

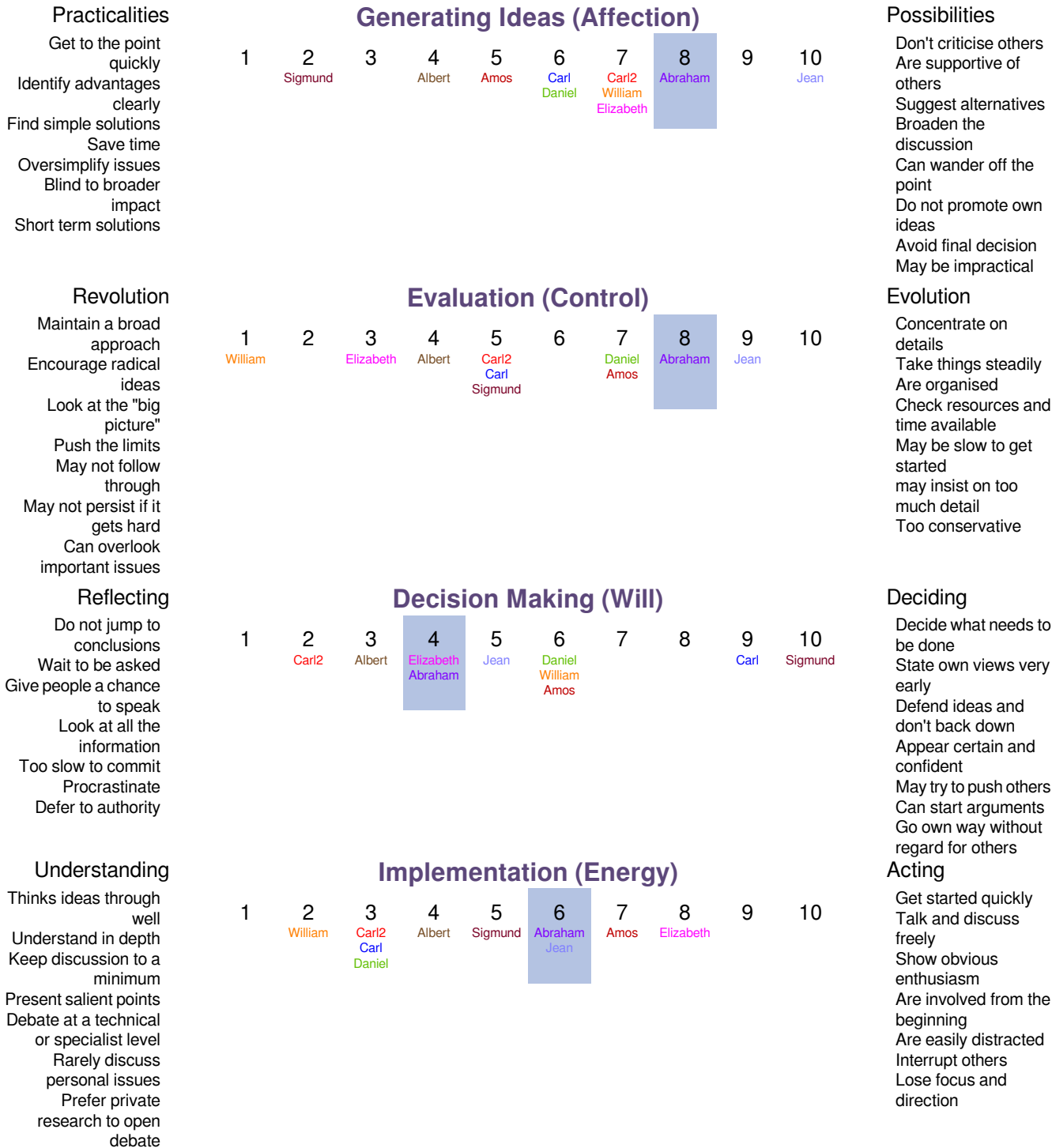
- values consensus
- quick to act
- practical
- flexible
- organised

**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

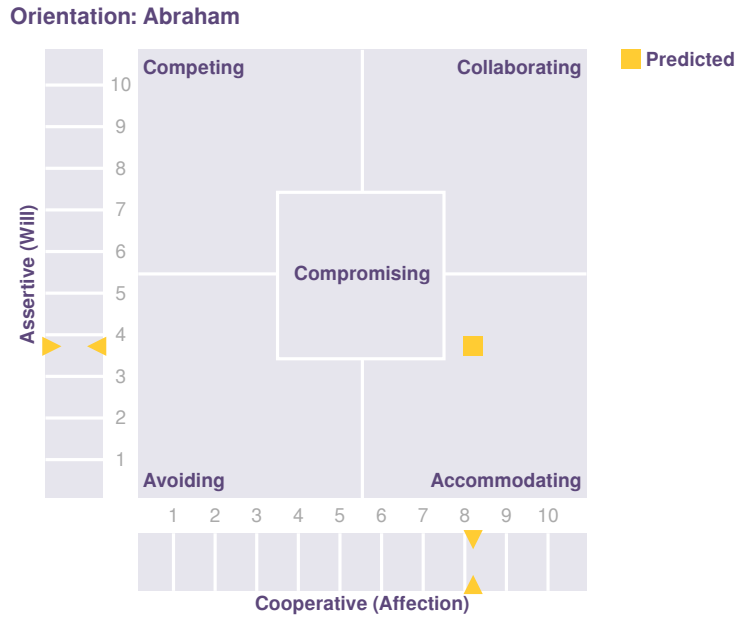
The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work.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



# Reaching agreement and resolving disputes

## Your Orientation

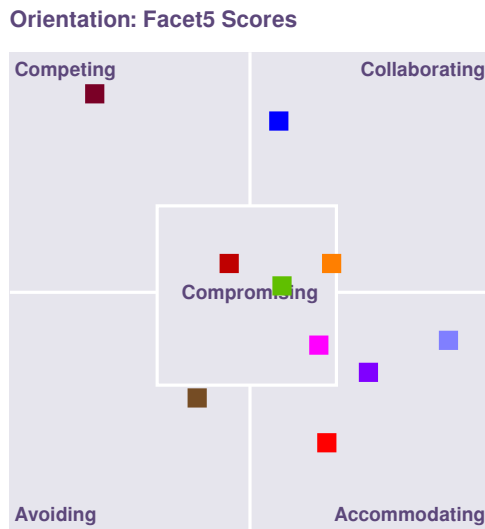
The chart below shows the orientation you would be most likely to adopt if faced with conflict and disagreement. This is based on your Facet5 scores for Will and Affection.



### 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.



# Preferred Tactics

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

## Rule Free

(High Energy + Low Control)

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



## Rule Conscious

(High Control + Low Energy)

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

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



## Over-react

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