

Facet5 TeamScape

TeamScape Report Carl Jung

Date 29/10/2016

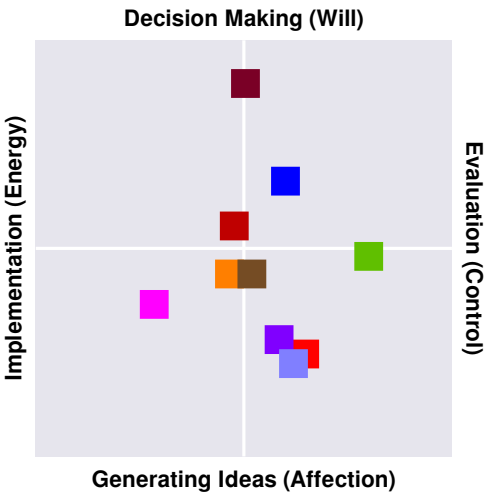
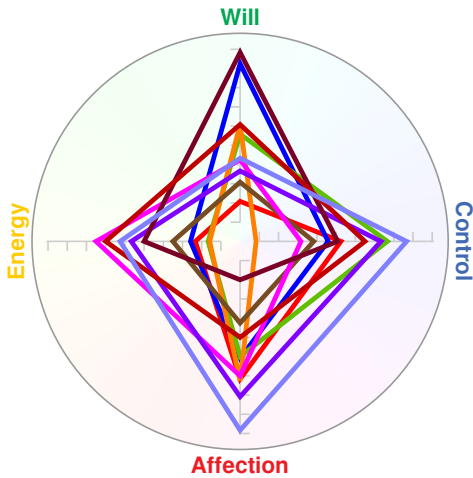
Company Facet5 Global

Project Psychology Department

considered non-judgemental **vigilant**
independent-thinking **perceptive** creative people-oriented
forthright **independent** realistic **reserved**
goal-focused trusting



Facet5 Profiles of Team Members



Name	Will			Energy			Affection			Control			Emotionality			Family
Maslow, Abraham Key: Abraham	3.8	Determination	5.5	5.8	Vitality	5.7	8.2	Altruism	8.2	7.5	Discipline	7.5	3.9	Tension	5.2	Developer
		Confrontation	4.3		Sociability	5.4		Support	8.2		Responsibility	7.5		Apprehension	2.6	
		Independence	1.5		Adaptability	6.2		Trust	8.2							
Bandura, Albert Key: Albert	3.2	Determination	1.6	3.6	Vitality	2.7	4.4	Altruism	3.6	4	Discipline	4	8.3	Tension	7.9	Specialist
		Confrontation	2.9		Sociability	3.2		Support	4.7		Responsibility	3.9		Apprehension	8.7	
		Independence	5.2		Adaptability	4.8		Trust	5							
Tversky, Amos Key: Amos	6.2	Determination	7.2	7.1	Vitality	7.7	5.1	Altruism	5.6	6.6	Discipline	5.6	6.7	Tension	7.3	Entrepreneur
		Confrontation	4.2		Sociability	5.9		Support	4		Responsibility	7.5		Apprehension	6.2	
		Independence	7.3		Adaptability	7.7		Trust	5.5							
Rogers, Carl Key: Carl2	2.2	Determination	1.9	2.5	Vitality	1.6	7.3	Altruism	7.5	5.4	Discipline	5.5	5.4	Tension	5.1	Supporter
		Confrontation	1.1		Sociability	1.5		Support	6.9		Responsibility	5.4		Apprehension	5.7	
		Independence	3.4		Adaptability	4.4		Trust	7.5							
Jung, Carl Key: Carl	9.4	Determination	9.1	2.7	Vitality	2.6	6.2	Altruism	6.6	4.7	Discipline	4.6	7.9	Tension	7.5	Idealist
		Confrontation	8.6		Sociability	1.8		Support	5.2		Responsibility	4.7		Apprehension	8.4	
		Independence	10		Adaptability	3.6		Trust	6.8							
Kahneman, Daniel Key: Daniel	5.7	Determination	6.4	1.8	Vitality	1.6	6.1	Altruism	6.3	7.8	Discipline	7.9	8.6	Tension	9	Traditionalist
		Confrontation	3.1		Sociability	1		Support	5.7		Responsibility	7.6		Apprehension	8.2	
		Independence	7.5		Adaptability	3		Trust	6.3							
Loftus, Elizabeth Key: Elizabeth	4.4	Determination	7.6	7.6	Vitality	8.1	7.1	Altruism	7.1	3.3	Discipline	3.2	3.8	Tension	3.6	Facilitator
		Confrontation	2.8		Sociability	6.5		Support	7.1		Responsibility	3.4		Apprehension	4	
		Independence	2.6		Adaptability	8.1		Trust	7.1							
Piaget, Jean Key: Jean	4.5	Determination	5.5	6.4	Vitality	6.4	10	Altruism	10	8.8	Discipline	8.8	9	Tension	8.8	Developer
		Confrontation	3.2		Sociability	5.5		Support	10		Responsibility	8.8		Apprehension	9.1	
		Independence	4.8		Adaptability	7.4		Trust	10							
Freud, Sigmund Key: Sigmund	10	Determination	10	5.1	Vitality	5.3	2.1	Altruism	2.9	5.2	Discipline	4.8	3.1	Tension	1	Architect
		Confrontation	10		Sociability	4.4		Support	1.3		Responsibility	5.7		Apprehension	5.3	
		Independence	9.2		Adaptability	5.5		Trust	2							
James, William Key: William	6.2	Determination	6.1	1.7	Vitality	1.4	7.4	Altruism	7.8	1	Discipline	1	8.6	Tension	10	Idealist
		Confrontation	3.9		Sociability	1.1		Support	6.6		Responsibility	1		Apprehension	6	
		Independence	8.6		Adaptability	2.5		Trust	7.8							

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.

The report has the following sections:

1. Word Cloud

This is on the front page and is a quick summary of the main themes in your report. More important themes are in larger text. These will be a more visible characteristic in your personality. There are 13 key characteristics based on your personality profile.

2. The Work Cycle

This section describes your fundamental approach to solving problems when they arise. It shows:

2.1 How you appear to other people

- Your natural style based on your Facet5 profile and
- The way that other people see you working.

2.2 The Team Comparison

- How the team compares in terms of personal style and
- How you compare to others in the team

3. Reaching agreement

3.1 Your Orientation including your natural approach and the way others see you.

3.2 Your preferred Tactics looking at the extent to which you and your team apply rules and processes

3.3 The level of Proportionality which indicates the intensity and stress involved in disputes in your team

4. Working with other team members

This section summarises how you may work more effectively with your fellow team members. There is a summary for each person in the team:

4.1 We have broken the table into 5 sections they relate to how you

- Make decisions and set goals
- Engage and implement ideas
- Generate ideas and consider people in the process
- Evaluate ideas and your approach to work
- Identify risk and manage stress

4.2 Within each section there are four statements

- Strength of your relationship
- Risks you may face when working together
- Frustration you may feel when working with this person
- Challenge you can adopt on how to develop your relationship

5. Comments from Reviewers

Showing those areas where you are thought to provide valuable input and those where you might be able to improve.

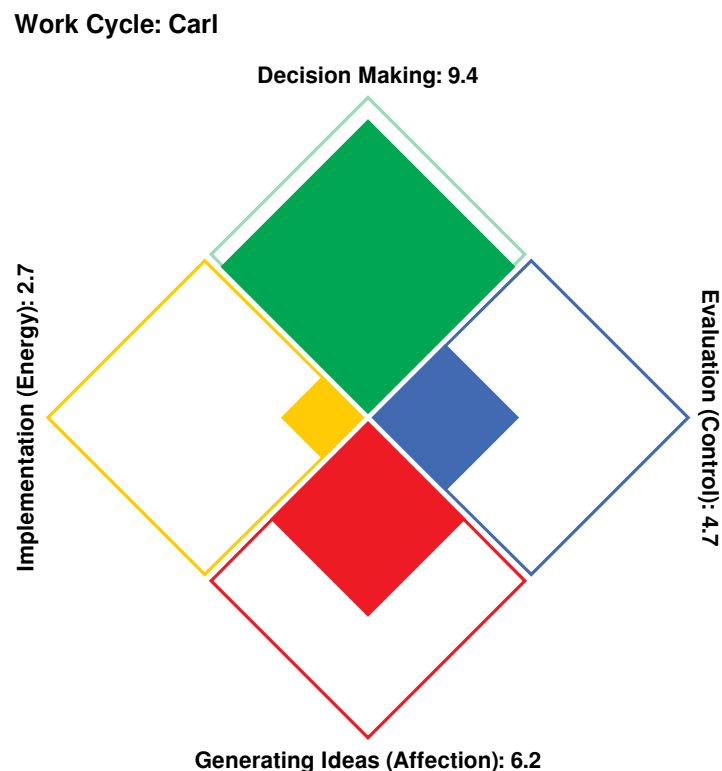
This report is designed to provide baseline information for your team to use to improve team functioning. Your facilitator will use this information to help you and your team to identify those areas where you can capitalise on natural strengths and those areas where, through feedback and disclosure,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



Natural Style

Contribution:

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

- highly creative
- strong explorers of complexities
- able to highlight the crux of any debate
- willing to take decisions
- confidence

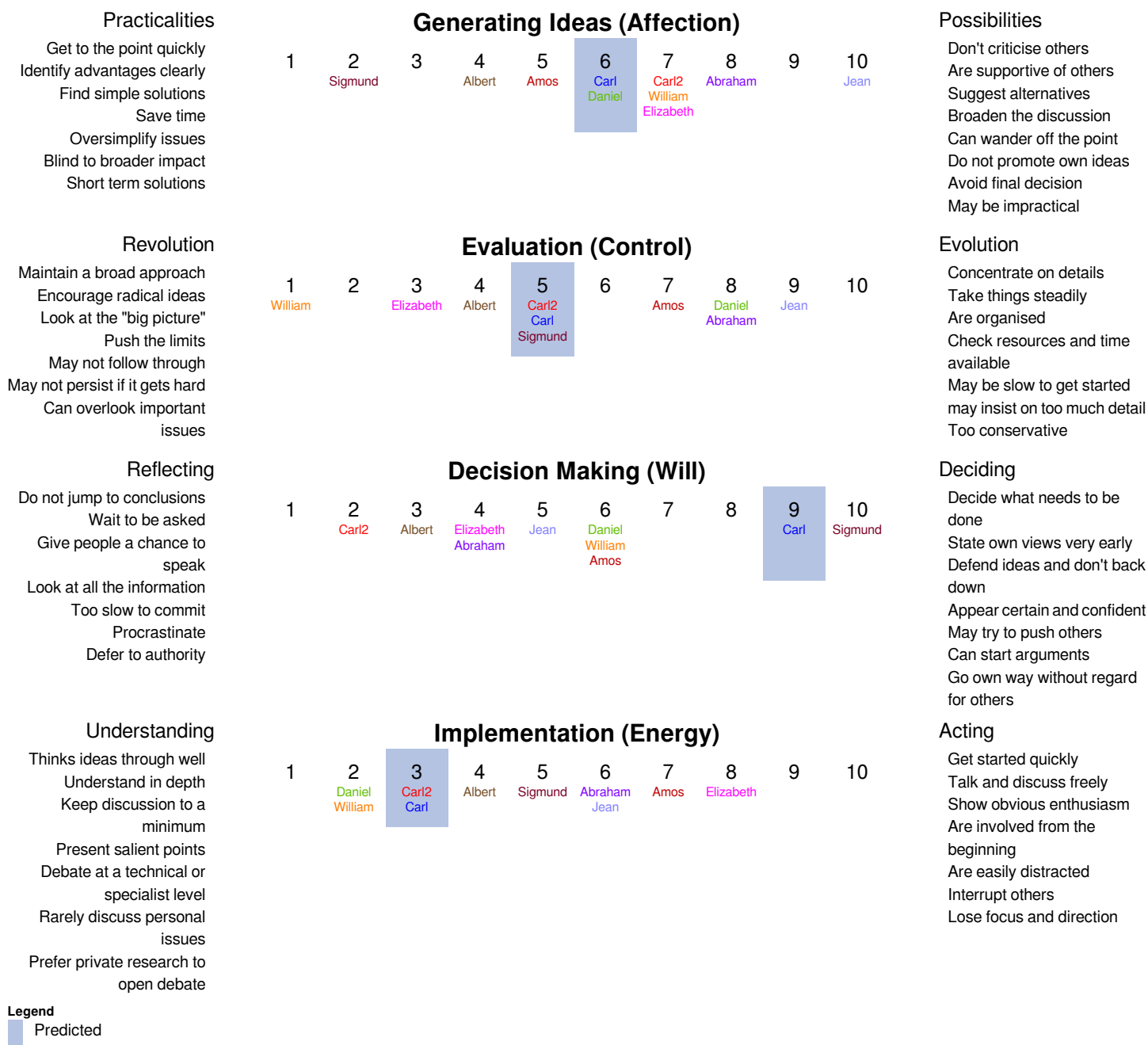
May be seen as:

(these are elements that may make you less effective)

- a reluctance to reveal their thought processes to others
- idealistic and unrealistic
- tending to over-complicate

Work Cycle: Team Comparison

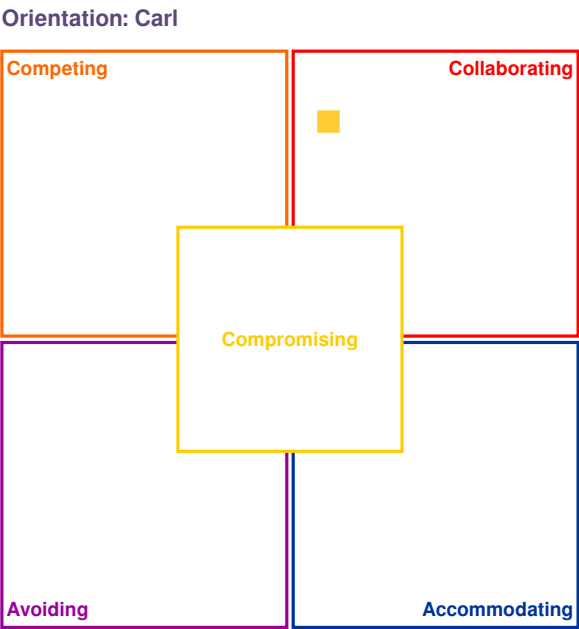
The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work.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

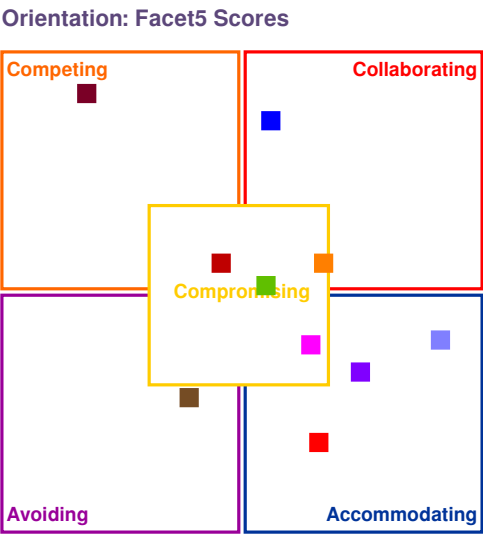
The chart below shows the orientation you would be most likely to adopt if faced with conflict and disagreement. This is based on your Facet5 scores for Will and Affection.



Carl

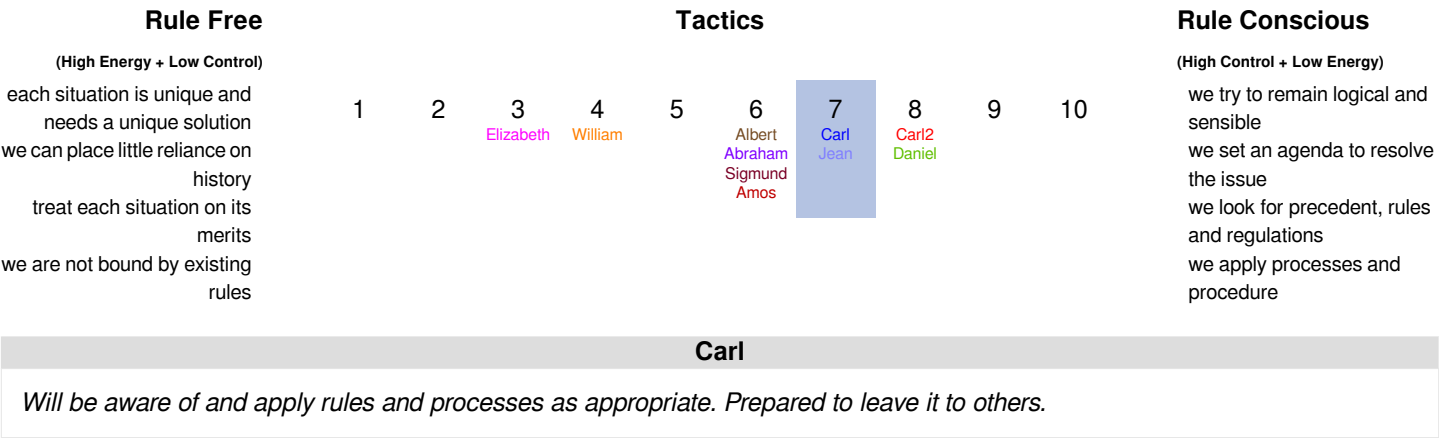
Tries to impose own view on others. Focuses on others needs but not at the expense of self.

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



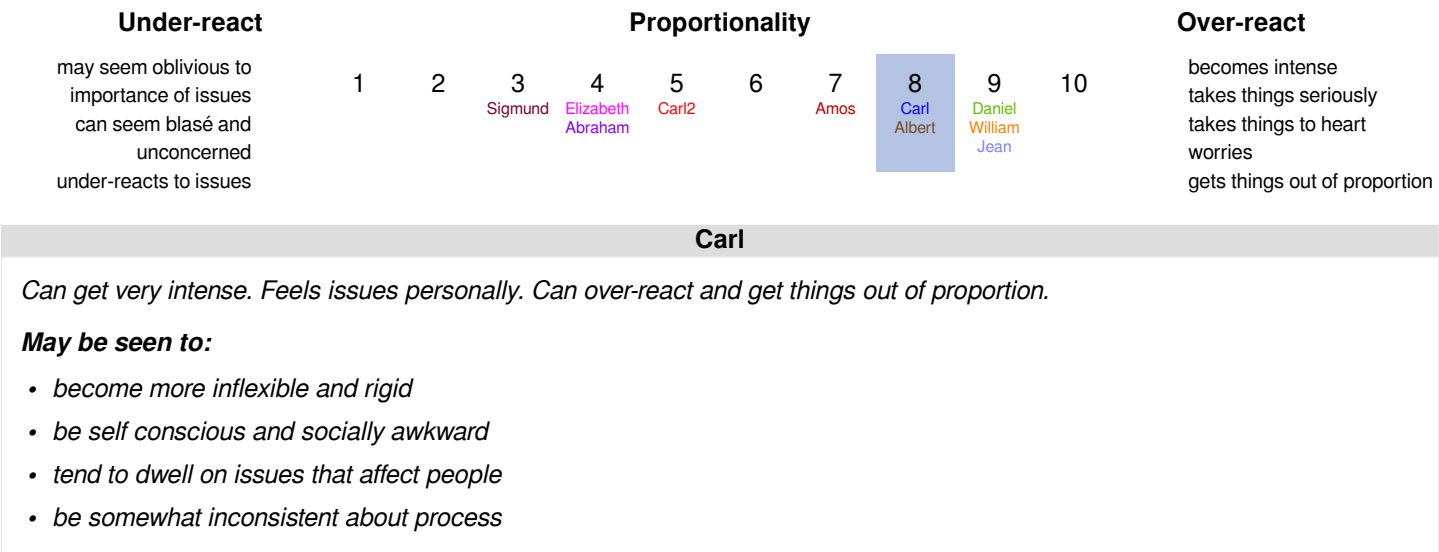
Preferred Tactics

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



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.



Legend
Predicted

Working with...

The following table summarises how you may work more effectively with your fellow team members. Each domain contains four statements: S: Strength of your relationship, R: Risk you may face when working together, F: Frustration you may feel when working with this person, C: Challenge, how you can develop your relationship.

	Decision Making	Implementing, Collaborating	Idea Generation	Evaluation	Proportionality
Bandura, Albert	<p>S: you make decisions while they explore alternatives</p> <p>R: you may impose your view on them and assume agreement</p> <p>F: you may find them indecisive and easily convinced</p> <p>C: defer judgement until you've listened properly and understand their perspective</p>	<p>S: you both want to understand before you act</p> <p>R: you may not communicate often or fast enough</p> <p>F: you may find that opportunities are missed</p> <p>C: set times to share ideas and invite feedback</p>	<p>S: you see both sides while they maintain focus on the business</p> <p>R: you may be ignored as unrealistic or overly sensitive</p> <p>F: you may find them narrow-minded and simplistic in their understanding</p> <p>C: show the commercial advantage of your ideas. Ensure the impacts and outcome are beneficial to all</p>	<p>S: you bring structure to their flexible approach</p> <p>R: you may appear unimaginative to them, focusing more on the detail</p> <p>F: you may find their approach inconsistent as they evolve their ideas</p> <p>C: maintain important controls and details. Test new versions of thinking regularly</p>	<p>S: you are both naturally cautious, but you less so</p> <p>R: you may worry unnecessarily and avoid risks, over thinking what could go wrong</p> <p>F: you may create problems for yourselves by overreacting to events and issues that haven't yet happened</p> <p>C: seek external feedback to verify concerns. Look to understand how others are responding around you</p>
Freud, Sigmund	<p>S: you are matched in determination to achieve and have strong opinions</p> <p>R: you may struggle to agree and argue unnecessarily</p> <p>F: you may find them impossible to influence or willing to listen</p> <p>C: listen objectively and consider alternatives, incorporate your ideas to match your original goal</p>	<p>S: you prefer to reflect on ideas and they prefer to discuss</p> <p>R: you may not communicate as freely as they like, leading to them feeling unheard</p> <p>F: you may feel they move too quickly without due consideration</p> <p>C: share ideas and make regular time for discussion to ensure alignment</p>	<p>S: you consider people issues and they are pragmatic and more commercial</p> <p>R: you may not share the same priorities or understanding of impacts</p> <p>F: you may find them unsympathetic and simplistic in the view</p> <p>C: promote your ideas in business terms, ensure the impact on people and relationships are considered</p>	<p>S: you both support innovation that adds value</p> <p>R: you may not generate innovative options that you feel aren't worth it</p> <p>F: you may lack courage for radical approaches, preferring incremental change</p> <p>C: seek external viewpoints before making decisions. Test your ideas to see if they meet a need</p>	<p>S: you are cautious and perceptive while they remain optimistic and confident</p> <p>R: you may perceive and value different levels of threat and risk</p> <p>F: you may find them complacent and overly confident</p> <p>C: explain your concerns to agree a rational view and way forward</p>
James, William	<p>S: you are willing to challenge each other's strong ideas</p> <p>R: you are likely to argue unnecessarily to be seen as right</p> <p>F: you may be frustrated the inability to influence them and to move forwards together</p> <p>C: listen without bias and test ideas against fact. Ensure you work towards your joint goal</p>	<p>S: you both want to understand before you act</p> <p>R: you may not communicate often or fast enough</p> <p>F: you may find that opportunities are missed</p> <p>C: set times to share ideas and invite feedback</p>	<p>S: you are more practical while sharing their idealism and people focus</p> <p>R: you may lose sight of practicalities and overly focus on impact on people</p> <p>F: you may feel discussions lose business focus and necessary decisions delayed</p> <p>C: explore the commercial value of your ideas. Invite external viewpoints to balance and inform your approach</p>	<p>S: you offer some structured thinking to a shared liking for innovation</p> <p>R: you may make unnecessary changes in a rush to do something new</p> <p>F: you may find them unreliable, as like you, they juggle multiple activities</p> <p>C: ask whether improvement is better than change. Do you understand why it is the way it is?</p>	<p>S: you are both naturally cautious, but you less so</p> <p>R: you may worry unnecessarily and avoid risks, over thinking what could go wrong</p> <p>F: you may create problems for yourselves by overreacting to events and issues that haven't yet happened</p> <p>C: seek external feedback to verify concerns. Look to understand how others are responding around you</p>

	Decision Making	Implementing, Collaborating	Idea Generation	Evaluation	Proportionality
Kahneman, Daniel	<p>S: you define goals and look for decisions as they consider alternatives</p> <p>R: you may assume they have agreed with you</p> <p>F: you may find decisions move too slowly for you</p> <p>C: listen to their ideas before making decisions to ensure all alternatives are heard</p>	<p>S: you both want to understand before you act</p> <p>R: you may not communicate often or fast enough</p> <p>F: you may find that opportunities are missed</p> <p>C: set times to share ideas and invite feedback</p>	<p>S: you share a strong people orientation and consideration</p> <p>R: you may not focus on commercial advantages</p> <p>F: you may find you over-complicate issues and find reasons not to take impactful action</p> <p>C: explore the business case for your decisions. Seek external input to balance your views</p>	<p>S: you question methods and current ways of working and they maintain a focus on the detail</p> <p>R: you may disagree about the need for change and its value, going around them</p> <p>F: you may find them inhibited and narrow-minded, preferring the known vs new</p> <p>C: make logical cases for new ideas. Encourage them to contribute early, engaging regularly</p>	<p>S: you are both naturally cautious, but you less so</p> <p>R: you may worry unnecessarily and avoid risks, over thinking what could go wrong</p> <p>F: you may create problems for yourselves by overreacting to events and issues that haven't yet happened</p> <p>C: seek external feedback to verify concerns. Look to understand how others are responding around you</p>
Loftus, Elizabeth	<p>S: you give direction as they suggest alternatives</p> <p>R: you may impose ideas they don't agree with</p> <p>F: you may wish they would challenge you and voice their disagreement</p> <p>C: ensure agreement to your combined ideas before making decisions</p>	<p>S: you develop ideas while they mobilise to action</p> <p>R: you may miss the opportunity to contribute as they rush ahead</p> <p>F: you may feel overwhelmed and rushed by their need to engage and act</p> <p>C: present your ideas and concerns with enthusiasm, guiding their actions with your considered approach</p>	<p>S: you share a strong people orientation and consideration</p> <p>R: you may not focus on commercial advantages</p> <p>F: you may find you over-complicate issues and find reasons not to take impactful action</p> <p>C: explore the business case for your decisions. Seek external input to balance your views</p>	<p>S: you offer some structured thinking to a shared liking for innovation</p> <p>R: you may make unnecessary changes in a rush to do something new</p> <p>F: you may find them unreliable, as like you, they juggle multiple activities</p> <p>C: ask whether improvement is better than change. Do you understand why it is the way it is?</p>	<p>S: you are cautious while they remain confident</p> <p>R: you may not agree which issues are important or their potential impact</p> <p>F: you may find them insensitive and unresponsive</p> <p>C: seek feedback to check your concerns are rational. Where valid ensure these are heard</p>
Maslow, Abraham	<p>S: you give direction as they suggest alternatives</p> <p>R: you may impose ideas they don't agree with</p> <p>F: you may wish they would challenge you and voice their disagreement</p> <p>C: ensure agreement to your combined ideas before making decisions</p>	<p>S: you prefer to reflect on ideas and they prefer to discuss</p> <p>R: you may not communicate as freely as they like, leading to them feeling unheard</p> <p>F: you may feel they move too quickly without due consideration</p> <p>C: share ideas and make regular time for discussion to ensure alignment</p>	<p>S: you are more practical while sharing their idealism and people focus</p> <p>R: you may lose sight of practicalities and overly focus on impact on people</p> <p>F: you may feel discussions lose business focus and necessary decisions delayed</p> <p>C: explore the commercial value of your ideas. Invite external viewpoints to balance and inform your approach</p>	<p>S: you question methods and current ways of working and they maintain a focus on the detail</p> <p>R: you may disagree about the need for change and its value, going around them</p> <p>F: you may find them inhibited and narrow-minded, preferring the known vs new</p> <p>C: make logical cases for new ideas. Encourage them to contribute early, engaging regularly</p>	<p>S: you are cautious while they remain confident</p> <p>R: you may not agree which issues are important or their potential impact</p> <p>F: you may find them insensitive and unresponsive</p> <p>C: seek feedback to check your concerns are rational. Where valid ensure these are heard</p>

	Decision Making	Implementing, Collaborating	Idea Generation	Evaluation	Proportionality
Piaget, Jean	<p>S: you give direction as they suggest alternatives</p> <p>R: you may impose ideas they don't agree with</p> <p>F: you may wish they would challenge you and voice their disagreement</p> <p>C: ensure agreement to your combined ideas before making decisions</p>	<p>S: you take time to think while they push to act</p> <p>R: you may get left behind if you don't engage them regularly</p> <p>F: they may appear superficial and impatient, acting on impulse</p> <p>C: communicate your ideas or concerns with enthusiasm, guide their ideas with your own</p>	<p>S: you are more practical while sharing their idealism and people focus</p> <p>R: you may lose sight of practicalities and overly focus on impact on people</p> <p>F: you may feel discussions lose business focus and necessary decisions delayed</p> <p>C: explore the commercial value of your ideas. Invite external viewpoints to balance and inform your approach</p>	<p>S: you question methods and current ways of working and they maintain a focus on the detail</p> <p>R: you may disagree about the need for change and its value, going around them</p> <p>F: you may find them inhibited and narrow-minded, preferring the known vs new</p> <p>C: make logical cases for new ideas. Encourage them to contribute early, engaging regularly</p>	<p>S: you are both naturally cautious, but you less so</p> <p>R: you may worry unnecessarily and avoid risks, over thinking what could go wrong</p> <p>F: you may create problems for yourselves by overreacting to events and issues that haven't yet happened</p> <p>C: seek external feedback to verify concerns. Look to understand how others are responding around you</p>
Rogers, Carl	<p>S: you make decisions while they explore alternatives</p> <p>R: you may impose your view on them and assume agreement</p> <p>F: you may find them indecisive and easily convinced</p> <p>C: defer judgement until you've listened properly and understand their perspective</p>	<p>S: you both want to understand before you act</p> <p>R: you may not communicate often or fast enough</p> <p>F: you may find that opportunities are missed</p> <p>C: set times to share ideas and invite feedback</p>	<p>S: you are more practical while sharing their idealism and people focus</p> <p>R: you may lose sight of practicalities and overly focus on impact on people</p> <p>F: you may feel discussions lose business focus and necessary decisions delayed</p> <p>C: explore the commercial value of your ideas. Invite external viewpoints to balance and inform your approach</p>	<p>S: you both support innovation that adds value</p> <p>R: you may not generate innovative options that you feel aren't worth it</p> <p>F: you may lack courage for radical approaches, preferring incremental change</p> <p>C: seek external viewpoints before making decisions. Test your ideas to see if they meet a need</p>	<p>S: you can be cautious while they are more self-assured</p> <p>R: you may encourage a more negative approach, with a stronger focus on risks</p> <p>F: you may find them inattentive to risk and dispassionate about its impact</p> <p>C: seek input to assess your worries rationally. Look for evidence or precedent</p>
Tversky, Amos	<p>S: you are willing to challenge each other's strong ideas</p> <p>R: you are likely to argue unnecessarily to be seen as right</p> <p>F: you may be frustrated the inability to influence them and to move forwards together</p> <p>C: listen without bias and test ideas against fact. Ensure you work towards your joint goal</p>	<p>S: you take time to think while they push to act</p> <p>R: you may get left behind if you don't engage them regularly</p> <p>F: they may appear superficial and impatient, acting on impulse</p> <p>C: communicate your ideas or concerns with enthusiasm, guide their ideas with your own</p>	<p>S: you prefer to speculate about the possibilities and they are more practical</p> <p>R: you may appear less realistic and more idealistic</p> <p>F: you may feel they restrict options and are less open to possibilities</p> <p>C: demonstrate the commercial value of your ideas and how your options support others</p>	<p>S: you consider options and challenge convention while they offer process</p> <p>R: you may not generate innovative options, preferring more tested approaches</p> <p>F: you may feel they inhibit progress with too many protocols</p> <p>C: Invite external views to challenge familiar options</p>	<p>S: you are both cautious and responsive to events happening around you</p> <p>R: you both can over exaggerate risks, creating unnecessary concern and worry in others</p> <p>F: you may reinforce each other's worries, escalating issues out of proportion</p> <p>C: seek external feedback to keep problems in proportion. Balance your own approach against evidence</p>

Reviewer Comments

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

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

Things you do that your colleagues feel help the team