

Facet5 TeamScape

TeamScape Report Grant Gemmell

Date 09/07/2009

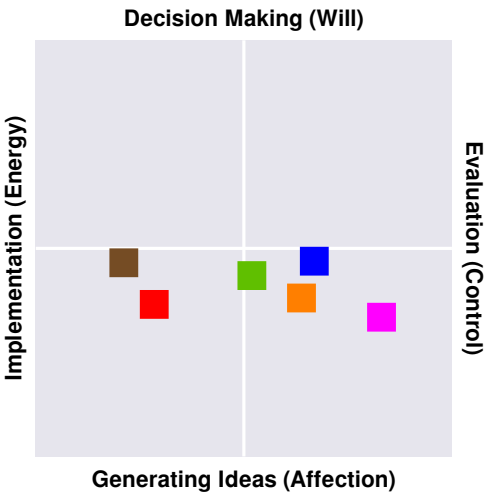
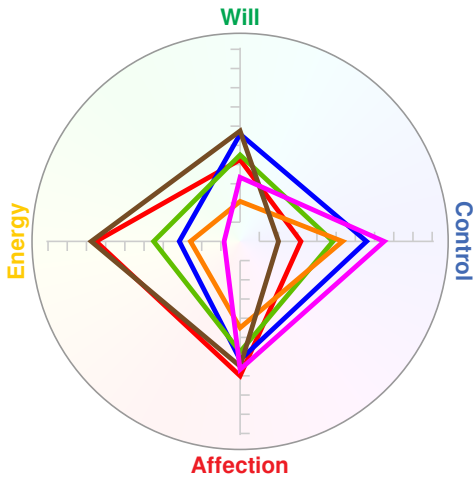
Company Facet5

Project Group Sample Reporting

composed assertive people-oriented **non-judgemental** democratic
trusting perceptive outgoing **collaborative creative** realistic
goal-focused enthusiastic



Facet5 Profiles of Team Members



Name	Will			Energy			Affection			Control		Emotionality		Family
Bartlett, Clive Key: Clive	5.7	Determination	7.1	3.3	Vitality	2.7	6.3	Altruism	6.6	6.7	Discipline	6.7	7.9	Traditionalist
		Confrontation	2.9		Sociability	2		Support	5.7		Responsibility	6.7	7.9	
		Independence	7.2		Adaptability	5.2		Trust	6.6					
Gemmell, Grant Key: Grant	5.9	Determination	8.7	7.9	Vitality	8.5	6.6	Altruism	6.6	2.1	Discipline	1.5	6	Advocate
		Confrontation	4.9		Sociability	6.6		Support	6.4		Responsibility	2.7	7.1	
		Independence	4.1		Adaptability	8.5		Trust	6.6					
ball, Heather Key: Heather2	4.6	Determination	6.9	4.6	Vitality	3.1	5.9	Altruism	6.4	5	Discipline	5.4	9.9	Supporter
		Confrontation	3.6		Sociability	4.6		Support	4.8		Responsibility	4.6	10	
		Independence	3.4		Adaptability	6		Trust	6.4					
Amiss, Helen Key: Helen	2.2	Determination	1.4	2.7	Vitality	2	4.6	Altruism	5.4	5.5	Discipline	5.2	10	Controller
		Confrontation	1.2		Sociability	2.3		Support	3.4		Responsibility	5.8	10	
		Independence	3.9		Adaptability	3.6		Trust	5					
Jeffrey, Nicola Key: Nicola	3.5	Determination	4.3	1	Vitality	1	6.8	Altruism	7	7.6	Discipline	7.6	10	Coach
		Confrontation	1.5		Sociability	1		Support	6.4		Responsibility	7.6	10	
		Independence	4.8		Adaptability	1.4		Trust	7					
King, Sonja Key: Sonja	4.4	Determination	7.6	7.6	Vitality	8.1	7.1	Altruism	7.1	3.3	Discipline	3.2	3.8	Facilitator
		Confrontation	2.8		Sociability	6.5		Support	7.1		Responsibility	3.4	4	
		Independence	2.6		Adaptability	8.1		Trust	7.1					

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 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.

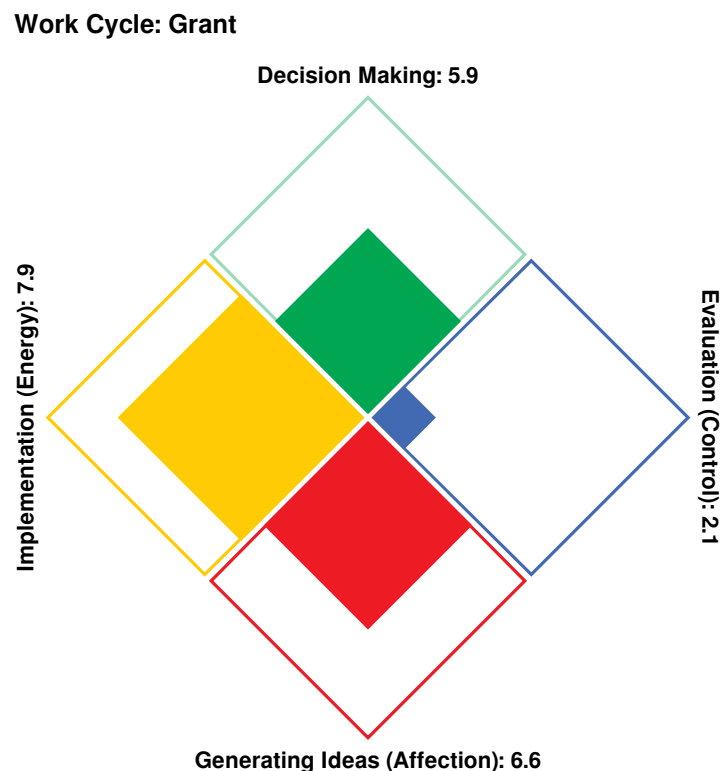
This report is designed to provide baseline information for your team to use to improve team functioning. Your facilitator will use this information to help you and your team to identify those areas where you can capitalise on natural strengths and those areas where, through feedback and disclosure,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

- values consensus and seeks it energetically
- idealistic
- willing to consider all ideas
- fearless
- quick to act and take decisions where necessary

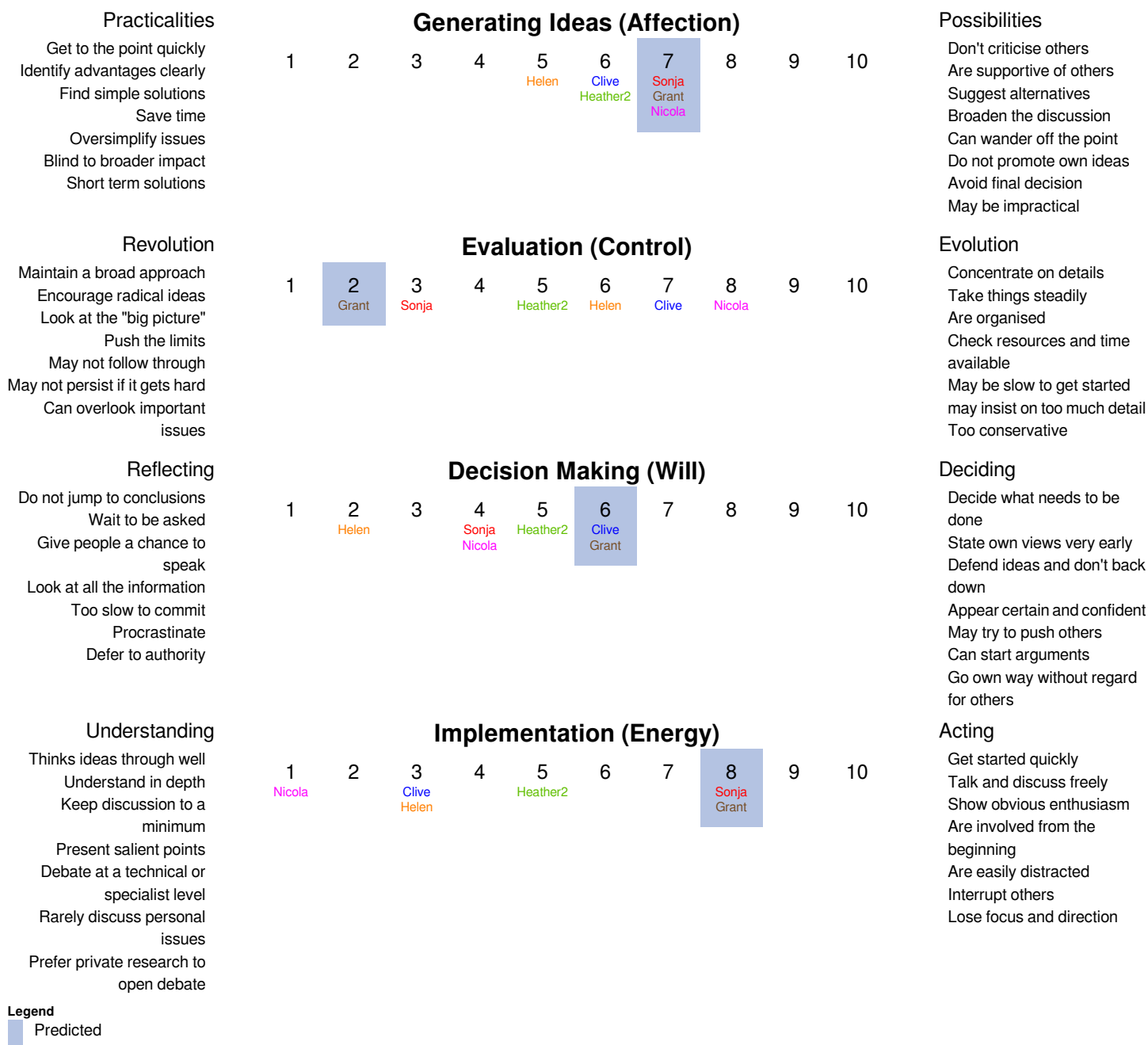
May be seen as:

(these are elements that may make you less effective)

- impractical
- domineering, often assuming, rather than checking, agreement
- confusing, with a tendency to over-complicate

Work Cycle: Team Comparison

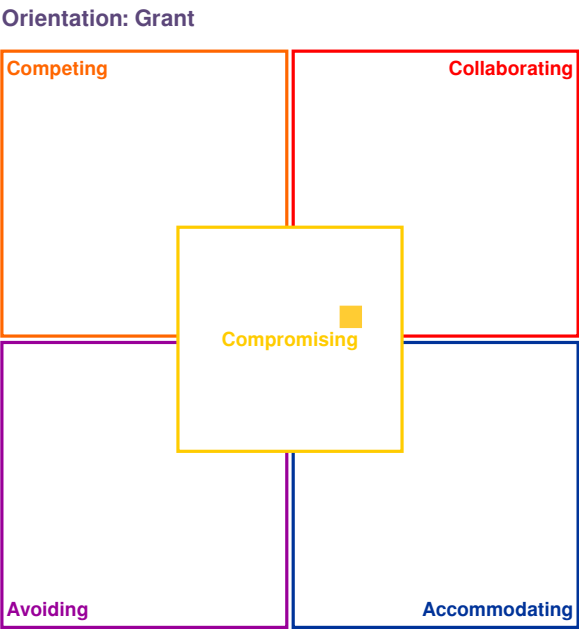
The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work.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

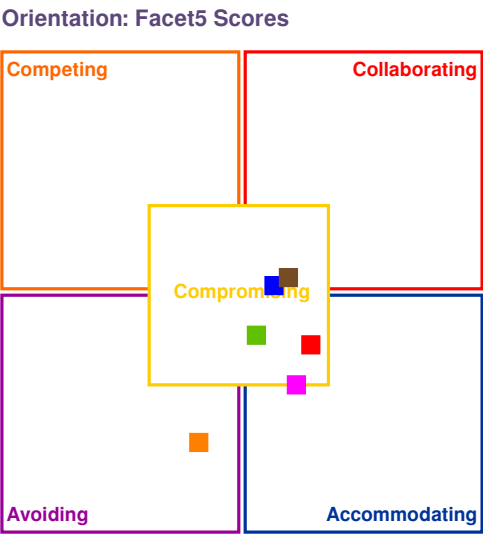
The chart below shows the orientation you would be most likely to adopt if faced with conflict and disagreement. This is based on your Facet5 scores for Will and Affection.



Grant

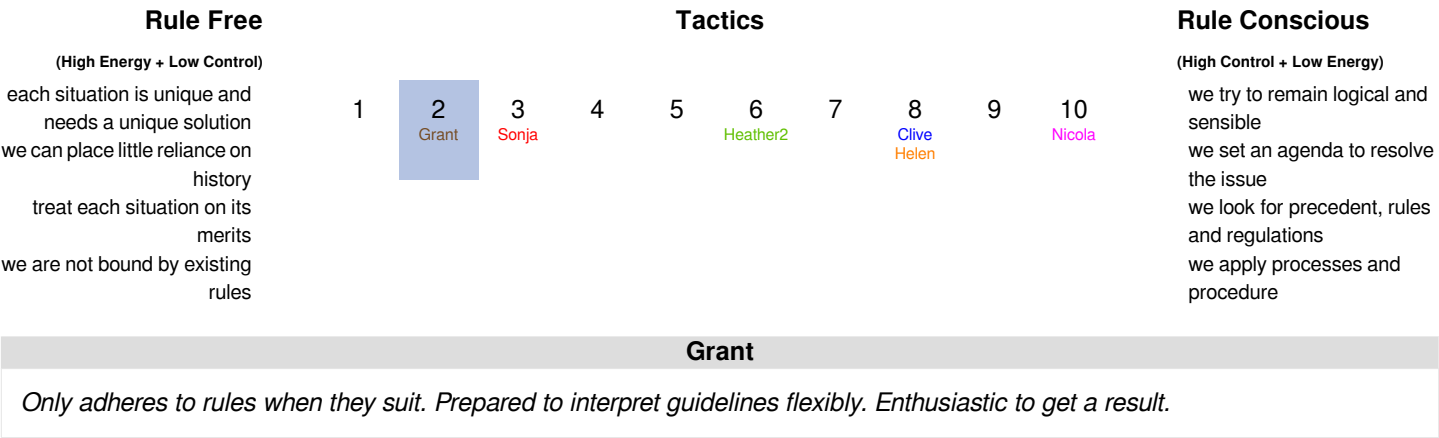
Asserts own view but is willing to listen. Focuses on others' needs but not at the expense of self.

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



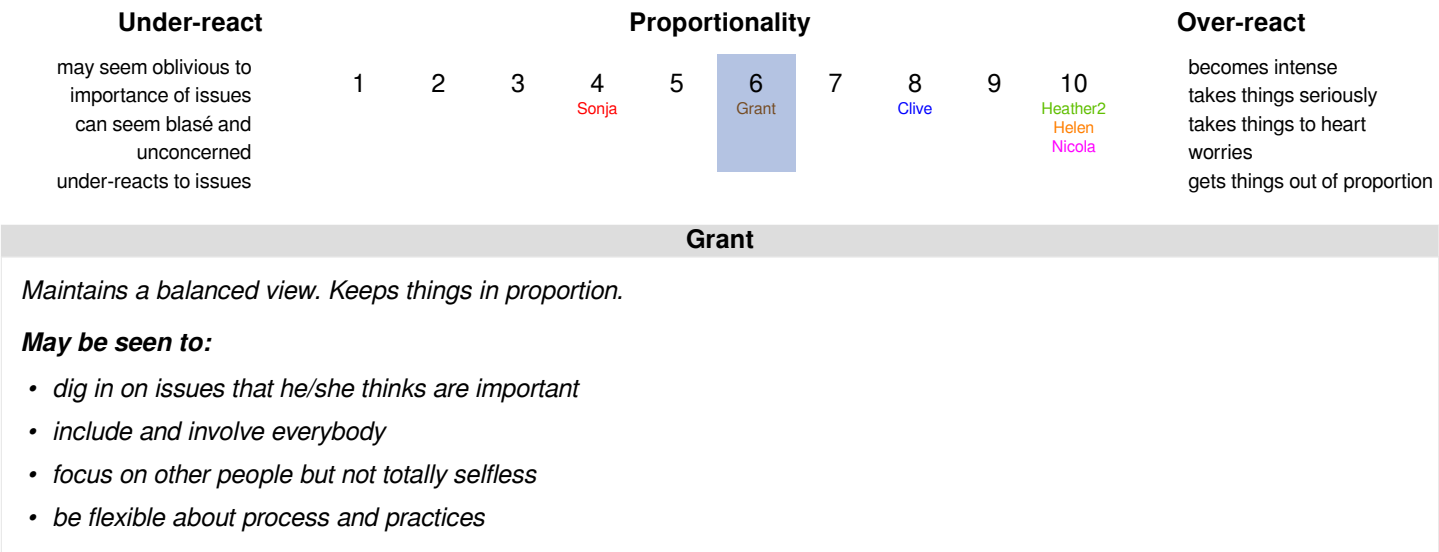
Preferred Tactics

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
Amiss, Helen	S: you clarify issues while they see alternatives R: you may make decisions before they are ready F: you may find them indecisive C: encourage them to share opinions	S: you show enthusiasm while they want to think about it R: you may overwhelm them and leave them behind F: you may feel they hold back progress C: create space to listen to their ideas	S: you see both sides while they maintain focus R: you may be ignored as unrealistic F: you may find them narrow-minded C: show the commercial advantage of your ideas	S: you adapt rules while they maintain standards R: you may appear inconsistent F: you may feel they erect barriers C: justify your ideas and plan properly	S: you are both cautious, but you less so R: you may worry unnecessarily and avoid risks F: you may create problems for yourselves C: seek feedback to verify concerns
ball, Heather	S: you can focus while they consider alternatives R: you may spend too long debating issues F: you may feel their opinions lack conviction C: help them to evaluate options	S: you encourage discussion and they consider ideas R: you may move too fast and lose their contribution F: you may feel they resist action C: listen to their comments before you act	S: you speculate and they are more practical R: you may appear less realistic. F: you may feel they restrict options C: demonstrate the commercial value of ideas	S: you adapt rules while they maintain standards R: you may appear inconsistent F: you may feel they erect barriers C: justify your ideas and plan properly	S: you are both cautious, but you less so R: you may worry unnecessarily and avoid risks F: you may create problems for yourselves C: seek feedback to verify concerns
Bartlett, Clive	S: you both consider options to reach goals R: you may both lose sight of the original objective F: you may compromise when conditions are difficult C: establish clear goals to test decisions against	S: you show enthusiasm while they want to think about it R: you may overwhelm them and leave them behind F: you may feel they hold back progress C: create space to listen to their ideas	S: you share a strong people orientation R: you may not focus on commercial advantages F: you may find you over-complicate issues C: explore the business case for decisions	S: you think flexibly and they maintain process R: you may disagree about the need for change F: you may feel they resist opportunities C: consider objections rationally	S: you are both cautious, but you less so R: you may worry unnecessarily and avoid risks F: you may create problems for yourselves C: seek feedback to verify concerns
Jeffrey, Nicola	S: you clarify issues while they see alternatives R: you may make decisions before they are ready F: you may find them indecisive C: encourage them to share opinions	S: you show enthusiasm while they want to think about it R: you may overwhelm them and leave them behind F: you may feel they hold back progress C: create space to listen to their ideas	S: you share a strong people orientation R: you may not focus on commercial advantages F: you may find you over-complicate issues C: explore the business case for decisions	S: you promote change while they preserve customs R: you may appear impatient and reckless F: you may feel constrained and limited C: evaluate ideas and offer reasons	S: you are both cautious, but you less so R: you may worry unnecessarily and avoid risks F: you may create problems for yourselves C: seek feedback to verify concerns

	Decision Making	Implementing, Collaborating	Idea Generation	Evaluation	Proportionality
King, Sonja	S: you can focus while they consider alternatives R: you may spend too long debating issues F: you may feel their opinions lack conviction C: help them to evaluate options	S: you will both implement with energy R: you may over commit and fail to see risks F: you may waste energy on unnecessary mistakes C: pause and reflect before acting	S: you share a strong people orientation R: you may not focus on commercial advantages F: you may find you over-complicate issues C: explore the business case for decisions	S: you share their free-thinking but advise caution R: you may be easily distracted by new ideas F: you may find them unreliable C: focus on finishing and meeting deadlines	S: you are cautious while they remain confident R: you may not agree which issues are important F: you may find them insensitive and unresponsive C: seek feedback to check concerns are rational

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