

Facet5 TeamScape

TeamScape Report Sample 1 Report

Date 6/12/2023

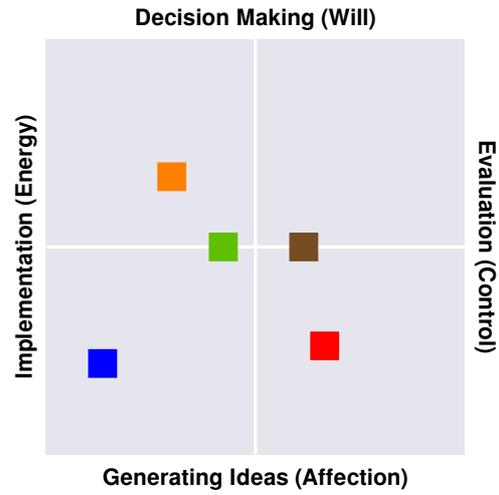
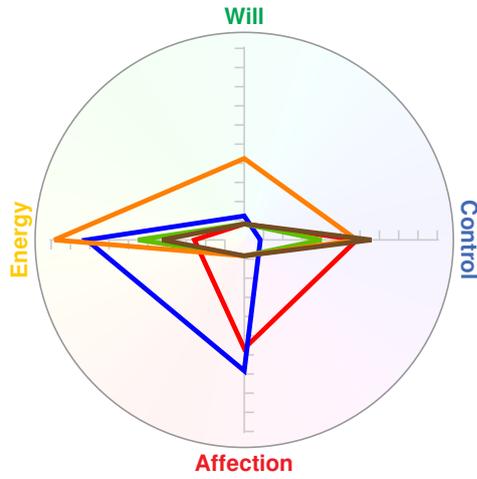
Company Facet5 Testing

Project Audition Sample Report 2023

considered non-judgemental sociable questioning
helpful **perceptive** vigilant **accommodating**
democratic flexible disciplined
people-oriented **independent-thinking**



Facet5 Profiles of Team Members



| Name | Will | Energy | Affection | Control | Emotionality | Family |
|-----------------------------------|---|--|---|---|--|-------------|
| Report, Sample 1 Key: Sample 1 | 1 Determination 1 Confrontation 1 Independence 1.7 | 2.7 Vitality 1.7 Sociability 5 Adaptability 1.4 | 5.8 Altruism 6.4 Support 6.9 Trust 4.2 | 6 Discipline 9.8 Responsibility 2.2 | 8.3 Tension 6.2 Apprehension 10 | Coach |
| Report, Sample 2 Key: Sample 2 | 1.4 Determination 2.7 Confrontation 1 Independence 1 | 8.3 Vitality 8.3 Sociability 8.2 Adaptability 8.3 | 7 Altruism 7 Support 7.2 Trust 6.9 | 1 Discipline 1.4 Responsibility 1 | 7.5 Tension 6.2 Apprehension 8.7 | Facilitator |
| Report, Sample 3 Key: Sample 3 | 1 Determination 2.1 Confrontation 1 Independence 1 | 5.6 Vitality 7.3 Sociability 7.8 Adaptability 1.8 | 1 Altruism 1 Support 1.3 Trust 1 | 4.1 Discipline 5.6 Responsibility 2.6 | 9.1 Tension 10 Apprehension 7.3 | Explorer |
| Report, Sample 4 Key: Sample 4 | 4.4 Determination 8.9 Confrontation 3.1 Independence 1 | 10 Vitality 10 Sociability 10 Adaptability 8.1 | 1 Altruism 1 Support 2.2 Trust 1 | 6 Discipline 6.2 Responsibility 5.9 | 4.1 Tension 6.9 Apprehension 1.4 | Presenter |
| Report, Sample 5 Key: Sample 5 | 1 Determination 1.1 Confrontation 1 Independence 1 | 4.4 Vitality 3.6 Sociability 6.8 Adaptability 2.8 | 1 Altruism 1 Support 1.1 Trust 1 | 6.7 Discipline 8.1 Responsibility 5.2 | 7.1 Tension 8.1 Apprehension 6.1 | Controller |

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.

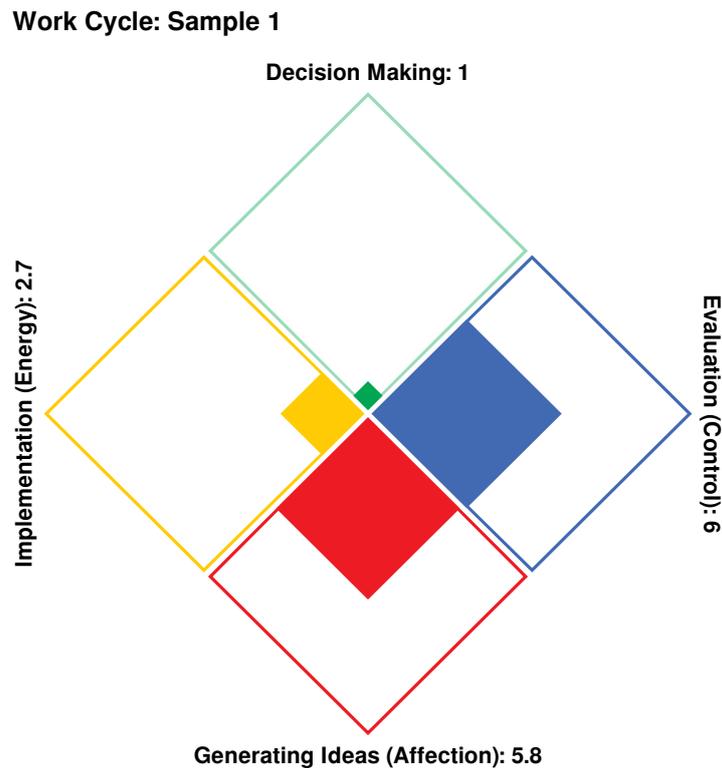
This report is designed to provide baseline information for your team to use to improve team functioning. Your facilitator will use this information to help you and your team to identify those areas where you can capitalise on natural strengths and those areas where, through feedback and disclosure,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

- organisation
- check resources
- welcomes all inputs
- does not jump to conclusions
- careful analysis

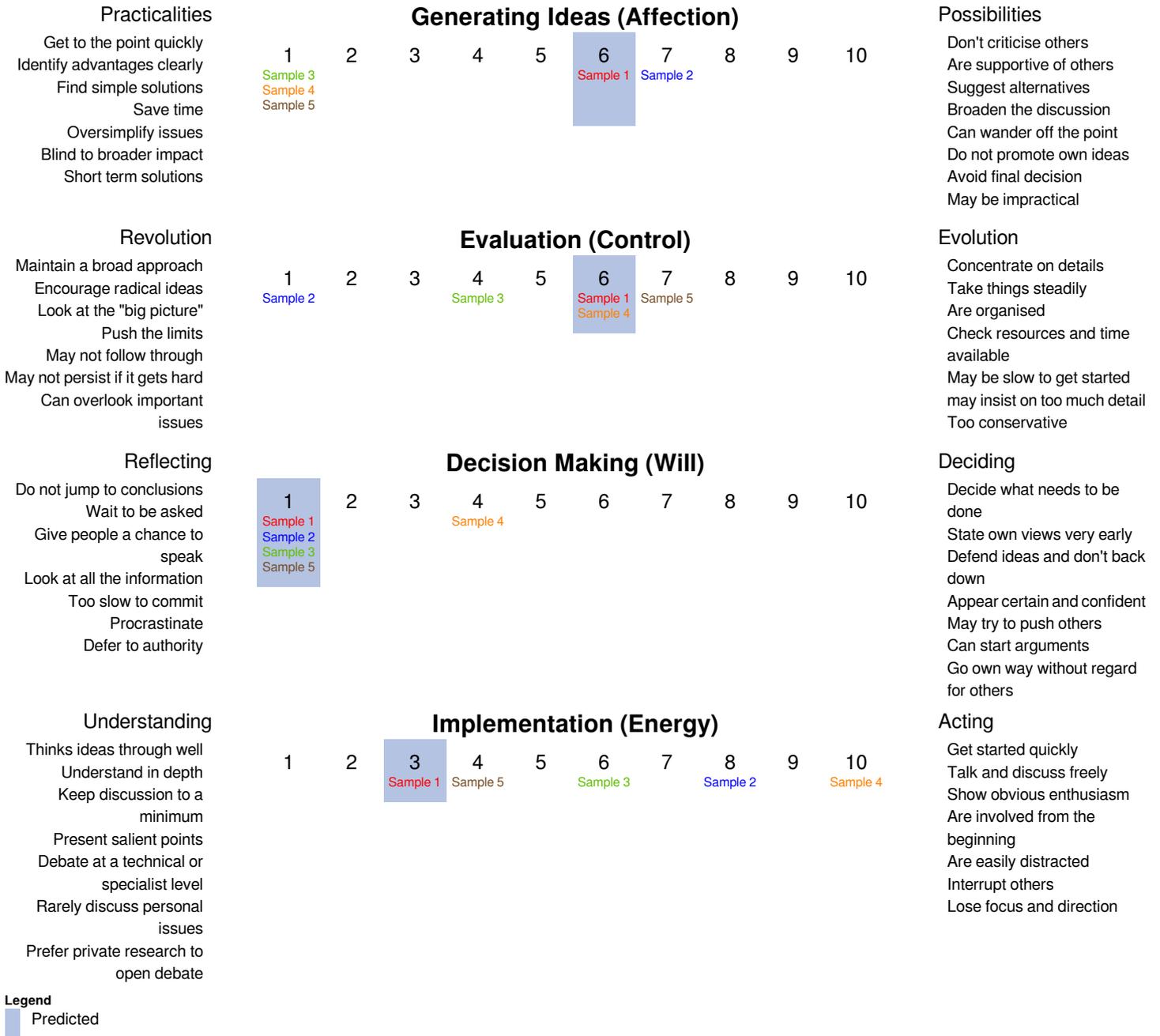
May be seen as:

(these are elements that may make you less effective)

- will not take risks
- reluctant state own opinion
- over-reliance on process stifles creativity

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.

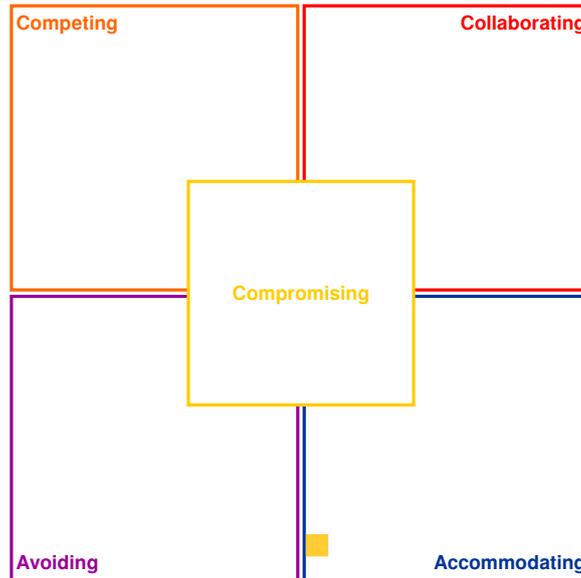


Reaching agreement and resolving disputes

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.

Orientation: Sample 1

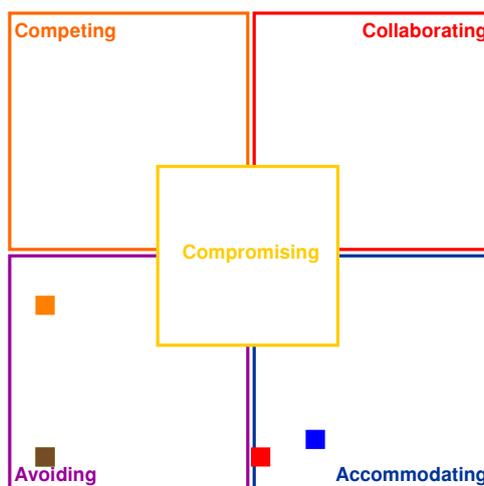


Sample 1

Rarely expresses own views unless asked. Avoids argument. Will withdraw to protect own needs rather than take advantage.

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

Orientation: Facet5 Scores



Preferred Tactics

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

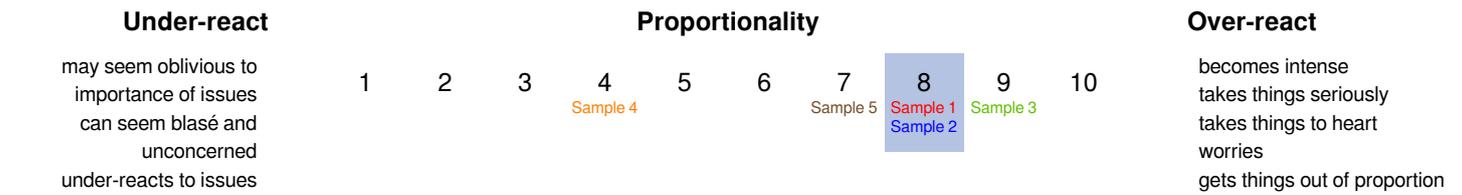


Sample 1

Will be aware of and apply rules and processes as appropriate. Prepared to leave it to others.

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.



Sample 1

Can get very intense. Feels issues personally. Can over-react and get things out of proportion.

May be seen to:

- fear and avoid conflict
- be self conscious and socially awkward
- get confused trying to balance own and other's needs
- be somewhat inconsistent about process

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 |
|-------------------------|--|--|---|--|--|
| Report, Sample 2 | <p>S: you are both very flexible and do not impose your ideas or values on others</p> <p>R: you may struggle to agree and avoid necessary debate to resolve issues and clarify ideas</p> <p>F: you may be frustrated by your combined lack of clear purpose and willingness to decide</p> <p>C: agree a set of guidelines and timeframes for decision making. Ensure individual responsibilities are clear</p> | <p>S: you develop considered 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 more enthusiasm, guiding their actions with your considered approach</p> | <p>S: you remain practical as they speculate about what could be</p> <p>R: you may appear unexciting in your ideas and overly pragmatic</p> <p>F: you may feel they complicate things and are unwilling to consider the business</p> <p>C: explore unusual ideas before making decisions. Explain why or why not you consider them workable</p> | <p>S: you provide process and structure to their preference for innovation</p> <p>R: you may not agree on approach and that major change is necessary or its value</p> <p>F: you may find them unreliable and unfocussed</p> <p>C: logically assess the benefits of change, ensuring the impacts are understood</p> | <p>S: you are both responsive and vigilant to risk and issues</p> <p>R: you may exaggerate risks and threats, worrying unnecessarily</p> <p>F: you may fail to take opportunities and seem risk averse, missing opportunities and creating undue stress</p> <p>C: seek external feedback to maintain a sense of proportion. Ensure validated concerns are raised early</p> |
| Report, Sample 3 | <p>S: you are both very flexible and do not impose your ideas or values on others</p> <p>R: you may struggle to agree and avoid necessary debate to resolve issues and clarify ideas</p> <p>F: you may be frustrated by your combined lack of clear purpose and willingness to decide</p> <p>C: agree a set of guidelines and timeframes for decision making. Ensure individual responsibilities are clear</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 to feel 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 explore solutions while they remain pragmatic and focus on the task</p> <p>R: you may compromise in favour of simple solutions</p> <p>F: you may find them unsympathetic and simplistic in their understanding</p> <p>C: look to the bigger picture when making decisions, including the impact on people and relationships</p> | <p>S: you bring process to their flexible approach and need for innovation</p> <p>R: you may disagree about the need for change or how it should be implemented</p> <p>F: you may feel they are easily distracted and don't follow through</p> <p>C: assess the merits of unusual ideas. Check these against an agreed plan</p> | <p>S: you are both responsive and vigilant to risk and issues</p> <p>R: you may exaggerate risks and threats, worrying unnecessarily</p> <p>F: you may fail to take opportunities and seem risk averse, missing opportunities and creating undue stress</p> <p>C: seek external feedback to maintain a sense of proportion. Ensure validated concerns are raised early</p> |
| Report, Sample 4 | <p>S: you are able to work together to refine alternatives and consider new ideas</p> <p>R: you may be too prepared to change your minds, leading to missed opportunities</p> <p>F: you may be frustrated when you struggle to define goals and reach agreement on the way forward</p> <p>C: establish a framework and deadlines for decisions. Seek support where decision making becomes stalled</p> | <p>S: you develop considered 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 more enthusiasm, guiding their actions with your considered approach</p> | <p>S: you explore solutions while they remain pragmatic and focus on the task</p> <p>R: you may compromise in favour of simple solutions</p> <p>F: you may find them unsympathetic and simplistic in their understanding</p> <p>C: look to the bigger picture when making decisions, including the impact on people and relationships</p> | <p>S: you are both careful and well planned, preferring the known vs the radical</p> <p>R: you may be slow to respond to change and actively block it</p> <p>F: you may get left out of new initiatives and feel change is being done to you</p> <p>C: help evaluate new options before an approach is chosen. Guide to the best way of making a positive impact</p> | <p>S: you are cautious and vigilant while they remain confident and consistent</p> <p>R: you may not agree on the significance of issues or their impacts, leading to risk</p> <p>F: you may feel they are complacent and under responding</p> <p>C: seek feedback to verify your perspective. Look for evidence and precedent</p> |

| | Decision Making | Implementing, Collaborating | Idea Generation | Evaluation | Proportionality |
|------------------|--|--|---|--|--|
| Report, Sample 5 | <p>S: you are both very flexible and do not impose your ideas or values on others</p> <p>R: you may struggle to agree and avoid necessary debate to resolve issues and clarify ideas</p> <p>F: you may be frustrated by your combined lack of clear purpose and willingness to decide</p> <p>C: agree a set of guidelines and timeframes for decision making. Ensure individual responsibilities are clear</p> | <p>S: you both consider ideas before rushing to implementing</p> <p>R: you may not share and develop ideas together, preferring to consider independently</p> <p>F: you may find you miss opportunities to collaborate and to bring combined value</p> <p>C: limit thinking time and focus on implementation. Talk with each other early and often</p> | <p>S: you explore solutions while they remain pragmatic and focus on the task</p> <p>R: you may compromise in favour of simple solutions</p> <p>F: you may find them unsympathetic and simplistic in their understanding</p> <p>C: look to the bigger picture when making decisions, including the impact on people and relationships</p> | <p>S: you are both careful and well planned, preferring the known vs the radical</p> <p>R: you may be slow to respond to change and actively block it</p> <p>F: you may get left out of new initiatives and feel change is being done to you</p> <p>C: help evaluate new options before an approach is chosen. Guide to the best way of making a positive impact</p> | <p>S: you are both cautious but you more so, with a keen focus on risk</p> <p>R: you may worry unnecessarily and avoid risk, losing important opportunities for change</p> <p>F: you may create problems for yourselves and others by over reacting to events around you</p> <p>C: seek feedback to maintain a sense of proportion and plan your response to avoid over reaction</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