Hire the
right people

TC C
online

OUTPUT REPORT

Team profile
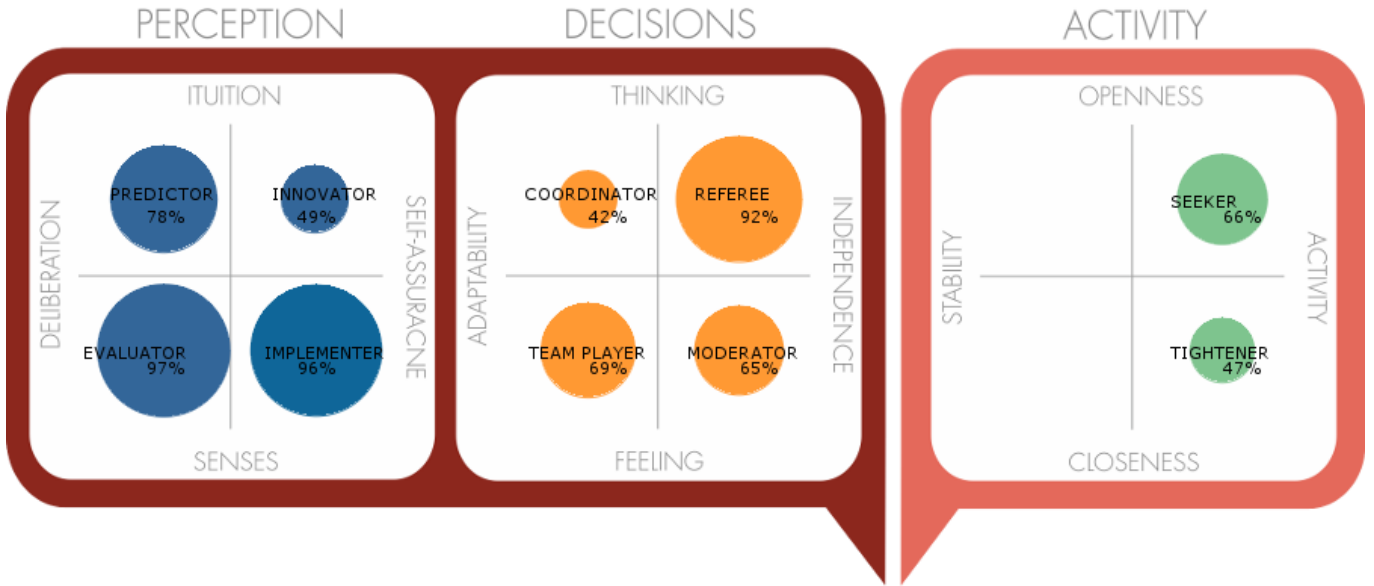
John Doe
john.doe@example.com
December 2, 2016

You now hold in your hands a report from Team Profile questionnaire. This questionnaire looks into which team roles are currently most typical for the given person. It is natural that each of us take on different roles, it is however interesting to measure which ones are more dominant and, on the other hand, which ones are more in the background and then aim our interpretation this way.
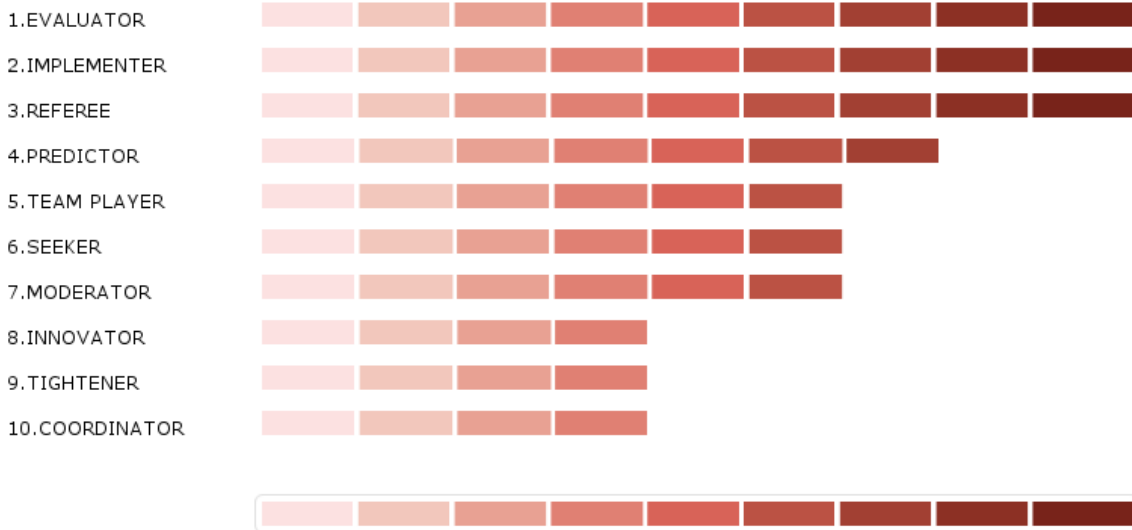
None of the roles are more useful or advantageous than others. A team profile is a reflection of a context of the specific team, its needs and requirements that are put on us and can therefore evolve in time.

## TEAM ROLE PREFERENCE DISTRIBUTION



The chart shows results in the form of percentiles.

## TEAM ROLE PREFERENCE RANKING



1. EVALUATOR
2. IMPLEMENTER
3. REFEREE
4. PREDICTOR
5. TEAM PLAYER
6. SEEKER
7. MODERATOR
8. INNOVATOR
9. TIGHTENER
10. COORDINATOR

## DESCRIPTION OF THE THREE MOST PREFERRED TEAM ROLES

### 1. EVALUATOR

Carries out analyses, points out facts and information. Confronts found solutions with reality, emphasizes revision. Makes the team stand firmly on the ground. Structures collective work, tries to bring in order and method. Calls for concretization. Points out discrepancies.

| STRONG SUITS | POTENTIAL RISKS |
| --- | --- |
| ■ eliminates mistakes caused by oversight and carelessness, can work with large amounts of information, is succinct and exact | ■ inhibits collective work, insists on details, automatically works in very narrow space |

### 2. IMPLEMENTER

Works with facts and information, filters off assumptions and conjectures. Determines common proceedings, insists on adherence to them. Excels at orienting themselves in assignments and conducts and coordinates others towards valid solutions. Is specific, pragmatic, turns others back to subject matter.

| STRONG SUITS | POTENTIAL RISKS |
| --- | --- |
| ■ fast, hard-working, helps move common work towards the goal, organizes, divides tasks, structures common activity, emphasizes preparation and knowledge of the problem | ■ can be austere and curt to less pragmatic people, does not give them space, does not tolerate other people's mistakes, good performance takes for granted, does not praise or motivate |

### 3. REFEREE

Sets the rules, conditions and work methods for the team. Considers and evaluates other people's opinions. Is impartial, even in extreme situations does not become involved and is capable of succinct evaluation. Emphasizes logic, relies on own judgment only.

| STRONG SUITS | POTENTIAL RISKS |
| --- | --- |
| ■ independent, decisive, keeps perspective and distance, is just, steers the team rapidly towards results | ■ can be hard, even unscrupulous to others, considers own solutions as the only right ones, disregards the atmosphere in the team |

## LEAST PREFERRED TEAM ROLE

### ■ COORDINATOR

Emphasizes effectiveness of selected methods, organizes team work so that the objective is accomplished and maximum performance delivered

*The team roles we take on can or do not have to be a reflection of our natural personality setting – so it is a good idea to connect this questionnaire with reports from Multifactor Personality Profile questionnaire. Because the data are available, the following part is focused on possible harmony or disharmony of personality setting and team roles taken on.*

*There where the harmony is high, it can be expected that we feel, in those roles, naturally and comfortably in the long term. On the other hand, there where the harmony is low, we can feel certain internal tension or long term discomfort in the given role.*

*The chart can therefore point us to the roles that we take that are not natural for us or the other way around, show us the roles we have personality predispositions for, but which we do not use at the moment.*

## TEAM ROLES AND PERSONALITY PROFILE

Concordance between team and personality profiles: 85%
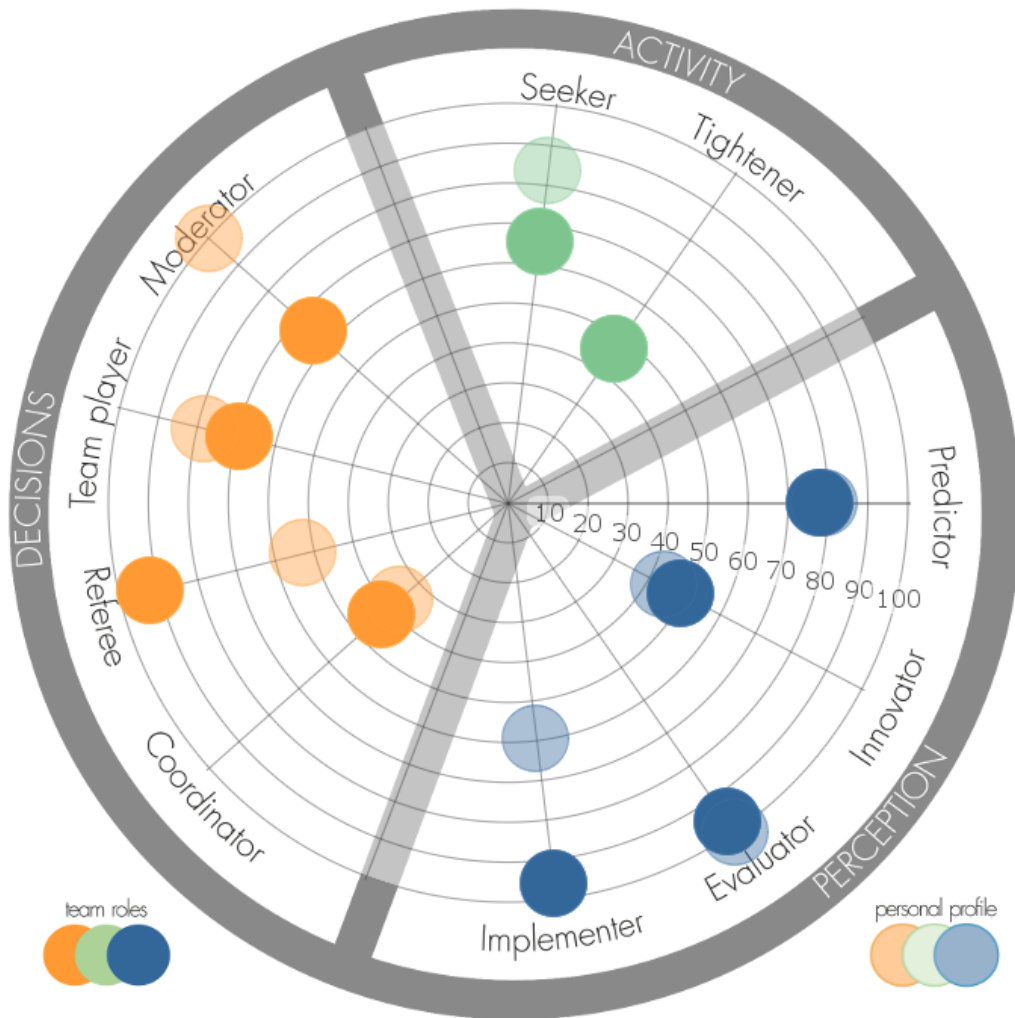


*This chart compares the results of the Team profile and the Multifactor personality profile questionnaires. The scores achieved in the Multifactor personality questionnaire are transformed into personal setting for individual team roles based on basic scales shared by both questionnaires. The match of given profiles is based on their percentual match which is shown in their relative distance in the chart.*

## INTERPRETATION OF THE TEAM AND PERSONALITY PROFILE CONCORDANCE

These results demonstrate high concordance between assumed roles and personal settings. Such concordance allows long-lasting personal comfort in given team roles and reflects high level of content with them, which leads to their stability and sustainability in time.

## AREAS, IN WHICH THE PERSONALITY PROFILE SUGGESTS FAST FUTURE DEVELOPMENT

*It is typical for these areas that the personal settings presuppose given team role notably more that how much it is actually preferred.*

- ability to dazzle and convince with discourse, be a good speaker, ability to shape common results using various techniques
- ability to come up with ideas, original thoughts, ability to energize and inspire the team

## AREAS, IN WHICH THE PERSONALITY PROFILE SUGGESTS LESS EFFECTIVE FUTURE DEVELOPMENT

*It is typical for these areas that the given team role is preferred notably more than how much the personal settings presuppose.*

- ability to organize, assign tasks, emphasize preparation, confirm validity of available information
- independence, ability to evaluate other people's opinions impartially, ability to set rules and conditions