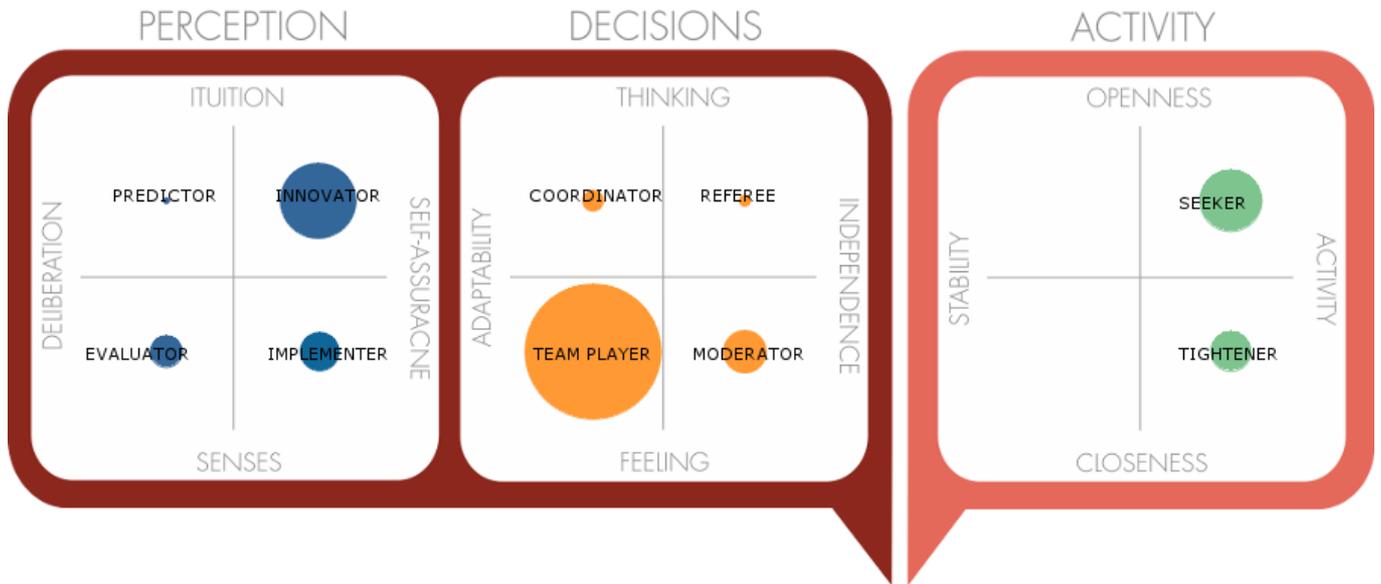


You now hold in your hands a report from Team Profile questionnaire. This questionnaire looks into which team roles are currently most typical for the given person. It is natural that each of us take on different roles, it is however interesting to measure which ones are more dominant and, on the other hand, which ones are more in the background and then aim our interpretation this way.

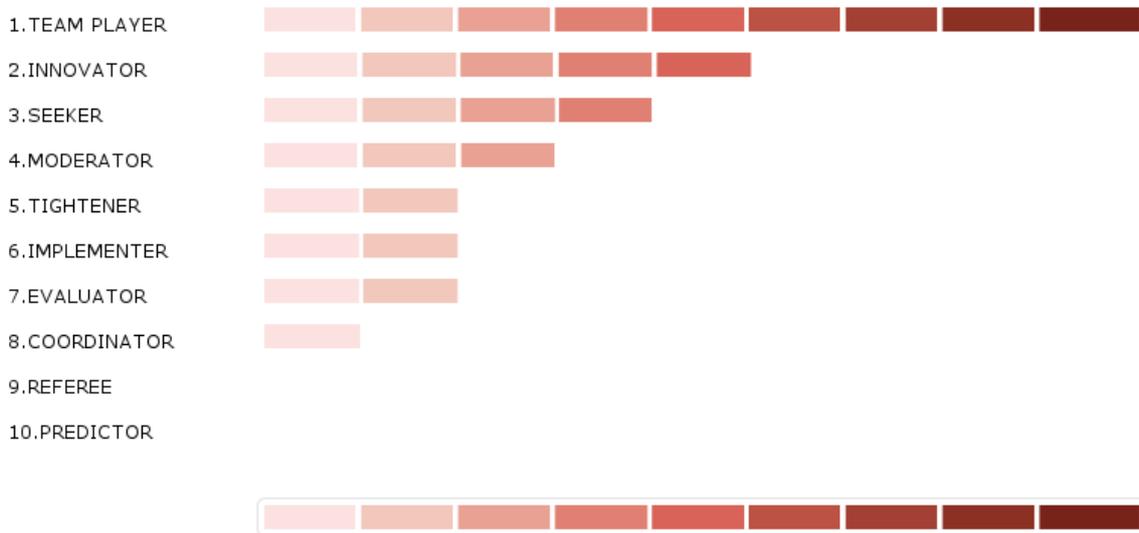
None of the roles are more useful or advantageous than others. A team profile is a reflection of a context of the specific team, its needs and requirements that are put on us and can therefore evolve in time.

TEAM ROLE PREFERENCE DISTRIBUTION



The chart shows results in the form of percentiles.

TEAM ROLE PREFERENCE RANKING



DESCRIPTION OF THE THREE MOST PREFERRED TEAM ROLES

1. TEAM PLAYER

Helps others, realizes their needs and wishes, expresses support. Is friendly, cares about others; of own accord asks for feedback and support from the team. Is a good listener, senses change of mood quickly. Builds up helpful atmosphere and good relationships. Tries to mitigate conflicts.

STRONG SUITS

- contributes to positive team atmosphere, supports and encourages others, mitigates conflicts and squabbles

POTENTIAL RISKS

- takes criticism as total rejection, is oversensitive, burns out easily, is unable to adopt clear decisions

2. INNOVATOR

Points out new opportunities and possibilities, comes up with new visions and tries to get the team excited about them. Brings energy and enthusiasm to collective work. Focuses on the essential, determines priorities. Comes up with ideas. Knows how to encourage and motivate.

STRONG SUITS

- brings enough ideas to be realized and energy to do so, does not give in to stress, energizes the team, often takes on the role of leader and mover in the team

POTENTIAL RISKS

- may tend to overestimate the teams possibilities when intrigued by an idea, walks over others, overlooks risks and details

3. SEEKER

Comes up with many ideas and thoughts, inspires others. Is active, encourages changes and innovations. As part of a team, is energetic, improvises and presents imaginative solutions. Their input is not always original but seems fresh. Is especially active during the devising stage.

STRONG SUITS

- comes up with ideas, suggests numerous solutions, points out external sources, energizes and inspires the team

POTENTIAL RISKS

- underestimates preparation, is less organized and easily overwhelms the team and themselves with suggestions without achieving the goal, lacks patience, loses interest quickly

LEAST PREFERRED TEAM ROLE

▪ PREDICTOR

Points out likely future development and potential risks, talks about prognoses. Emphasizes the need to make long-term plans. Makes the team focus on the essential. Considers solutions. Puts great emphasis on correct and ethical procedures.

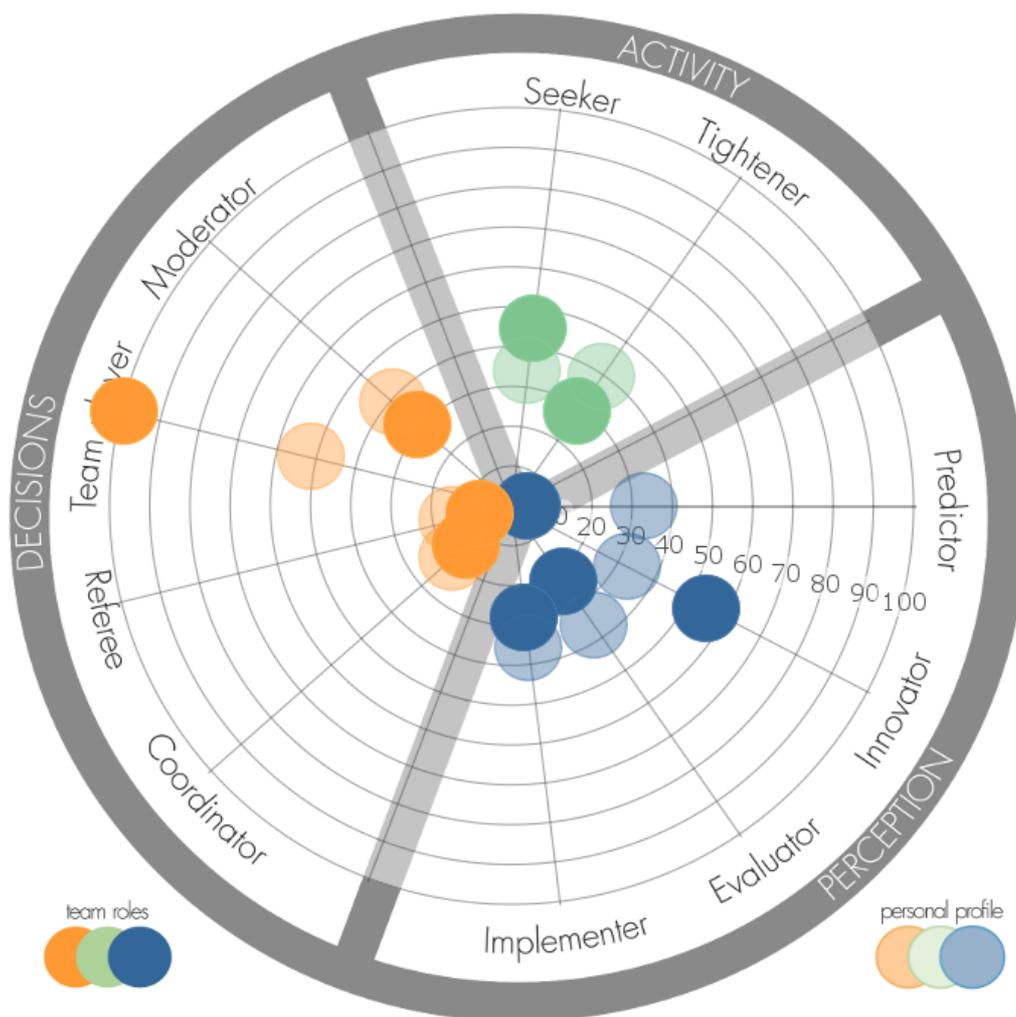
The team roles we take on can or do not have to be a reflection of our natural personality setting – so it is a good idea to connect this questionnaire with reports from Multifactor Personality Profile questionnaire. Because the data are available, the following part is focused on possible harmony or 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: **84%**



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 than how much it is actually preferred.

- ability to emphasize long-term planning, considering risks and taking them into account when suggesting solutions

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 come up with visions and get others excited about them, ability to motivate the team and focus them on priorities
- ability to support team atmosphere, help others, express support, mitigate potential conflicts