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## TEAM OUTPUT

team

Team profile

## TARGET GROUP FOR TEAM OUTPUT

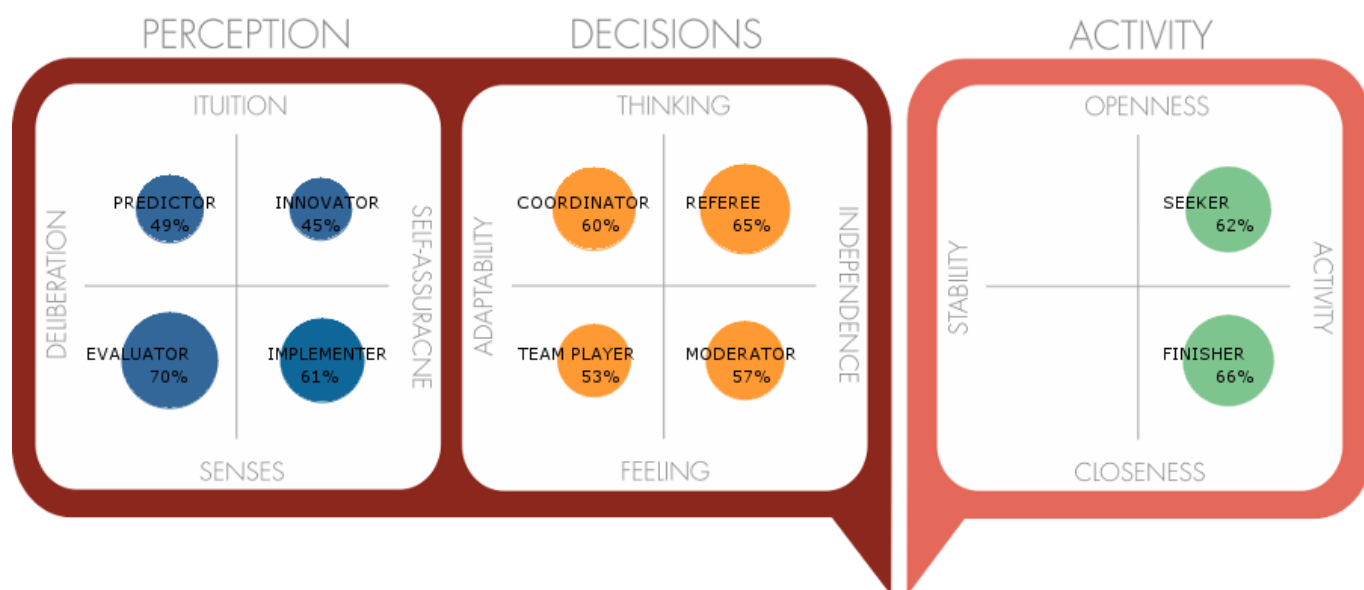
### GROUP MEMBERS:

- [bill.smith@example.com](mailto:bill.smith@example.com) (Bill Smith)
- [jeremy.johnson@example.com](mailto:jeremy.johnson@example.com) (Jeremy Johnson)
- [john.doe@example.com](mailto:john.doe@example.com) (John Doe)
- [mandy@example.com](mailto:mandy@example.com) (Mandy Moon)

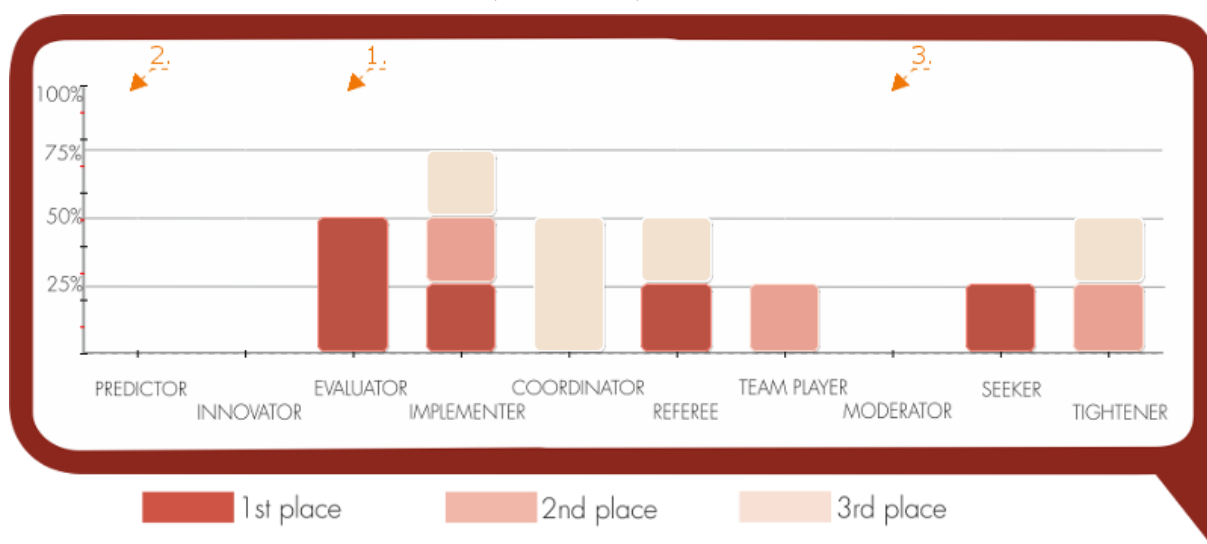
### PEOPLE LABELLED AS MANAGERS:

- [susan.black@example.com](mailto:susan.black@example.com) (Susan Black)

## TEAM PROFILE



## THE MOST PREFERRED ROLE IN A TEAM (RANK 1-3)



Note: The chart shows preferred team roles in the order of 1-3 for the group of participants

## PRIORITY AREAS FOR DEVELOPMENT ACTION PLAN

### 1. 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.

#### STRENGTHS

- fast, hard-working, helps move common work towards the goal, organizes, divides tasks, structures common activity, emphasizes preparation and knowledge of the problem

#### POSSIBLE RISKS

- 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

### 2. 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.

#### STRENGTHS

- eliminates mistakes caused by oversight and carelessness, can work with large amounts of information, is succinct and exact

#### POSSIBLE RISKS

- inhibits collective work, insists on details, automatically works in very narrow space

### COORDINATOR

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

#### STRENGTHS

- tries involving others in cooperation, motivates them for good performance, works with other people's suggestions, considers options, organizes team towards the objective

#### POSSIBLE RISKS

- proceeds on their own assumptions, does not ask many questions, rarely puts their own ideas forward

### 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.

#### STRENGTHS

- independent, decisive, keeps perspective and distance, is just, steers the team rapidly towards results

#### POSSIBLE RISKS

- can be hard, even unscrupulous to others, considers own solutions as the only right ones, disregards the atmosphere in the team

### FINISHER

Suggests proceedings step by step, plans, schedules activities in time. Turns the team back to suggested proceedings, keeps track of current situation at all times. Is able to lead the team quickly to high performance. Attends to and insists on actual achievement of set goal. Is hard-working, assigns tasks to himself/herself.

## STRENGTHS

- keeps the team active, insists on achieving the goal, structures work, extensively participates on common work

## POSSIBLE RISKS

- gives in to urgency, tends to overload himself/herself as well as the team, tends to do everything by himself/herself, distrusts other people's abilities, delegates less frequently, often gives equal diligence to trivialities

## 3. 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.

## STRENGTHS

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

## POSSIBLE RISKS

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

## SEEKER

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

## STRENGTHS

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

## POSSIBLE RISKS

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