



TEAM REPORT

Career Compass

team



TEAM REPORT

TEAM MEMBERS:

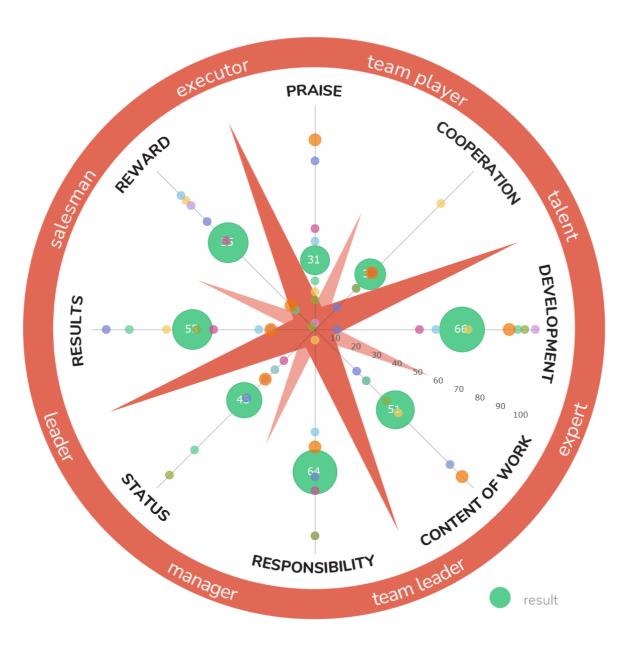
- bill.smith@example.com (Bill Smith)
- jack.white@example.com (Jack White)
- jeremy.johnson@example.com (Jeremy Johnson)
- john.doe@example.com (John Doe)
- mandy@example.com (Mandy Moon)
- mia.brown@example.com (Mia Brown)
- tina.timberlay@example.com (Tina Timberlay)

PEOPLE LABELLED AS MANAGERS:

• susan.black@example.com (Susan Black)

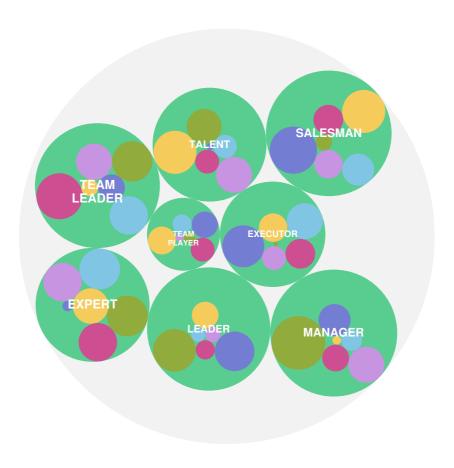


MOTIVATION OF THE TEAM



The results are shown in the chart as percentiles

ROLE PREFERENCES IN THE TEAM



specific feedback important tasks opportunity to use my skills bonuses cooperation sharing success with others positive feedback position in management wisible results impact on company results money opportunity to excel acknowledgement opportunity to make decisions what the team needs career building ambitious goals career building responsibilities kuddos by colleagues recognition opportunity to excel personal developmer responsibilities kuddos by colleagues recognition opportunity to excel personal development responsibility reward status autonomy promotion reaching a goal high performance support new opportunities effective team training opportunities new experiences new experiences attractive pay benefit praise public honors remuneration meaningful work profit good pay profit good pay
influence on the direction of the company
good relationships

opening good relationships meaningful work opportunity to learn opportunity to come up with new ideas

no influence over what is going on in the company disputes with others absence of vision low bonuses need to have everything approved absence of a career plan criticism not enough new things position of no prestige isolation no career advancement opportunities absence of powers not having impact on profit rivalry rivalry What is bothering the team uninteresting work no possibility to change established practice failure rebuke poor results defeat negative feedback repetitive routine aimless work no chance of promotion no personal development opportunities



DRIVERS OF PERFORMANCE AND SATISFACTION

- opportunity to attend courses, getting new experience and knowledge, personal development opportunities
- delegation of responsibilites and powers, having a say in the direction of the company, opportunity to manage and make independent decisions within limits
- opportunities to compare with others, participation in making success happen and feeling successful, options for high performance and achieving difficult goals
- opportunity for profit-sharing, rewards linked to results, good remuneration

BARRIERS TO PERFORMANCE AND SATISFACTION

- absence of feedback, lack of personal development opportunities, stagnation in professional knowledge
- lacking powers, absence of control over situations, inability to influence anything, lack of autonomy and being dependent on the decisions of others
- consistently poor results or repeated failures, lack of comparison opportunities, absence of satisfaction from achieving goals
- absence of benefits, fixed and stagnant pay, inability to attain bonuses and rewards