

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)

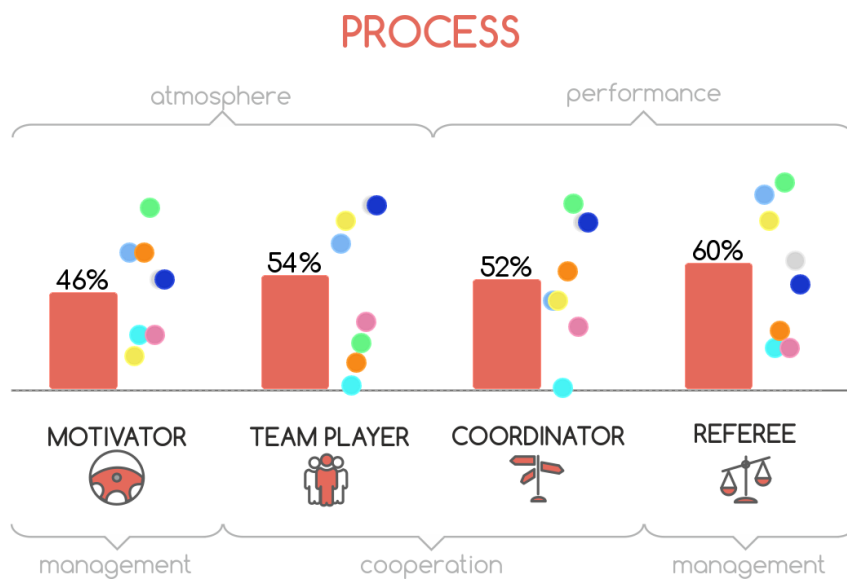
PEOPLE LABELLED AS MANAGERS:

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

In the graphs showing the distribution of team role preferences the average result of the whole team is always displayed, excluding the persons marked as managers, as well as the results of individual team members and managers, which will be colour-coded if various colours have been selected for individual team members.

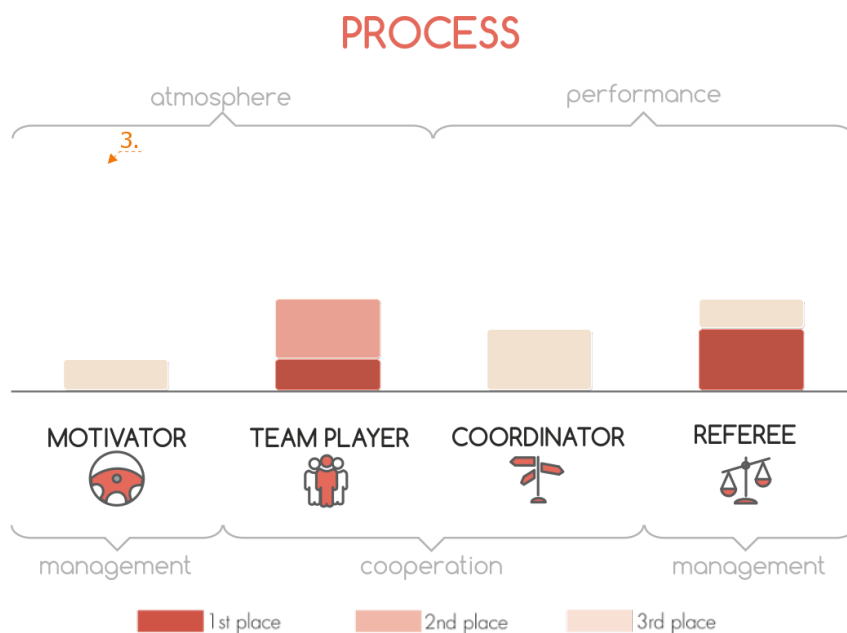
In the graphs summarising the most preferred team roles the result of the persons marked as managers is displayed as a number above the graph indicating the strongest roles (either in terms of Process or Solution) in an order from 1 to 3. 

TEAM ROLE PREFERENCE DISTRIBUTION



The graph shows preference for the four team roles in terms of the teamwork process and the influence on it. Additional descriptions below and above the graph (e.g. atmosphere vs. performance or management vs. teamwork) show the main focus on various aspects within the given roles.

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

STRENGTHS AND POTENTIAL RISKS OF THE TEAM

Within the team, the individual roles, in terms of Solution, are evenly distributed and at the same time all are represented, which is a good basis for finding workable and interesting solutions.

DESCRIPTION OF INDIVIDUAL TEAM ROLES

MOTIVATOR

Takes a nonparticipatory position with regard to the team; maps and facilitates group discussion. Listens to others and then forms clear conclusions; judges the atmosphere well, is attentive to attitudes and moods. He/she is a good observer; senses and reacts to the emotions and moods of his/her partners. Able to win over and motivate others. As a good speaker, has the ability to engage and persuade others. Able to find and pinpoint what is important to the team and formulate it in order to persuade others. Negotiates, helps formulate agreements and compromises. Likes to draw on and share own experience. Able to engage and interest others, leading to a more personal feeling.

STRENGTHS

- Appreciates and correctly employs various teamwork techniques, helps facilitates team activities towards achieving results, is persuasive, can engage others, perceives emotions and can work with them.

POSSIBLE RISKS

- Forms coalitions and groups of "favourites", unable to tolerate criticism, easily offended, may annoy others with their tendency to mentor.

TEAM PLAYER

Assists others, is aware of their needs and wishes, expresses support for them. He/she is friendly, and takes an interest in others; also requires feedback and reassurance from the team. Listens carefully and can quickly senses a change of mood. Able to build a friendly atmosphere and good relations. Attempts to dampen possible conflicts. He/she is considerate, empathetic, and has an understanding for others and wants everyone in the team to feel good. He/she cares about the well-being and comfort of others and is willing to sacrifice their own comfort and for the benefit of the whole team. Avoids conflict, appeals to the agreement and satisfaction of all; a "good soul of the team".+

STRENGTHS

- Contributes to a positive team atmosphere, supports and encourages others, is helpful and accommodating, mediates conflicts and disputes, takes an interest in the needs and opinions of others.

POSSIBLE RISKS

- Takes criticism as total rejection, is oversensitive, it is difficult for them to defend his/her interests, he/she is manipulated easily, burns out easily, is unable to accept clear decisions

COORDINATOR

Puts emphasis on the efficiency of selected processes; organises the work of the team in order to achieve the goal and maximum performance. He/she does not need to promote their own solution; instead gathers the ideas of others, encourages and welcomes a discussion from which a common solution is gradually formed. He/she prefers solutions based on consensus and joint dialogue; asks others for their opinions, encourages them to share. He/she takes an interest in the possibilities and requirements that others have, adapts to them and takes them into account when forming the solution. He/she creates the right conditions for cooperation. Has the ability combine ideas into one common result.

STRENGTHS

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

POSSIBLE RISKS

- In an effort to incorporate the ideas of others, runs the risk of getting bogged down or stuck. Has a tendency to make concessions and change his/her mind often; does not push his/her own ideas much.

REFEREE

Sets the rules in the team, determines the conditions and the way the team works. He/she is usually the one who takes the task of formulating conclusions and their possible presentation further. He/she evaluates and assesses the views of others, decides which will become part of the solution and which will not. He/she behaves impartially, keeps a cool head even in tense situations and is able to make an accurate assessment. Places emphasis on the importance of logic and rational views; resistant to manipulation. Can decide for a team in uncertain situations or on tricky issues. He/she is guided by their own judgement, remains firm in their opinions and stands behind them.

STRENGTHS

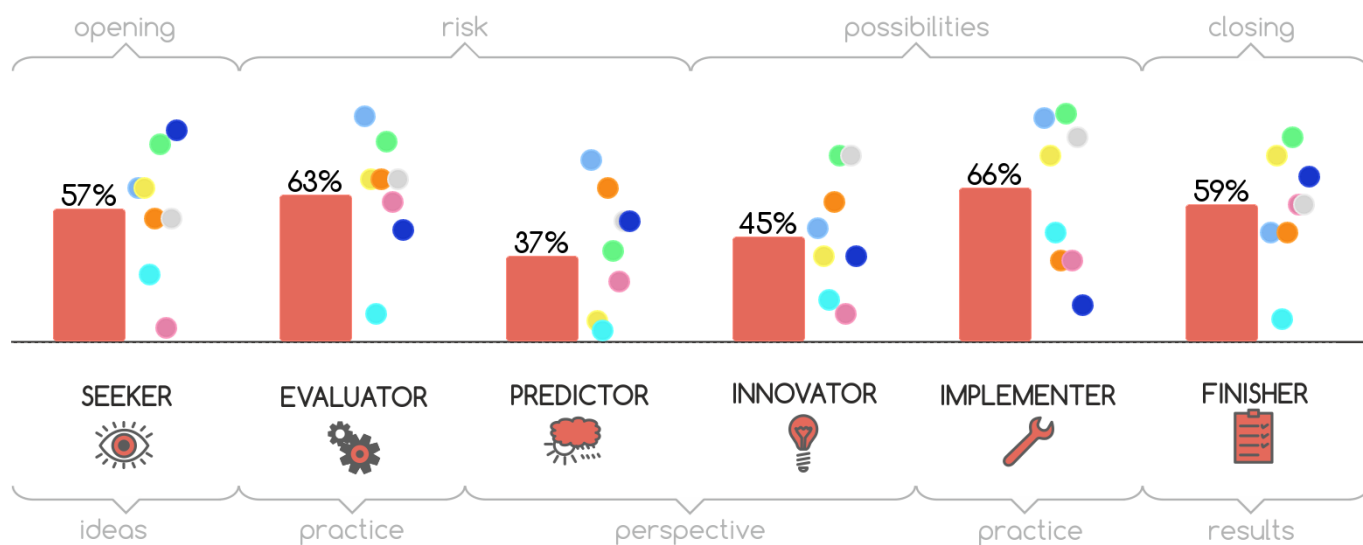
- Independent, decisive, keeps perspective and distance, is fair, steers the team rapidly towards results

POSSIBLE RISKS

- Can be harsh or even ruthless towards others, considers own solutions as the only right ones, disregards the atmosphere in the team and may lack the right sensitivity to understand every situation.

TEAM ROLE PREFERENCE DISTRIBUTION

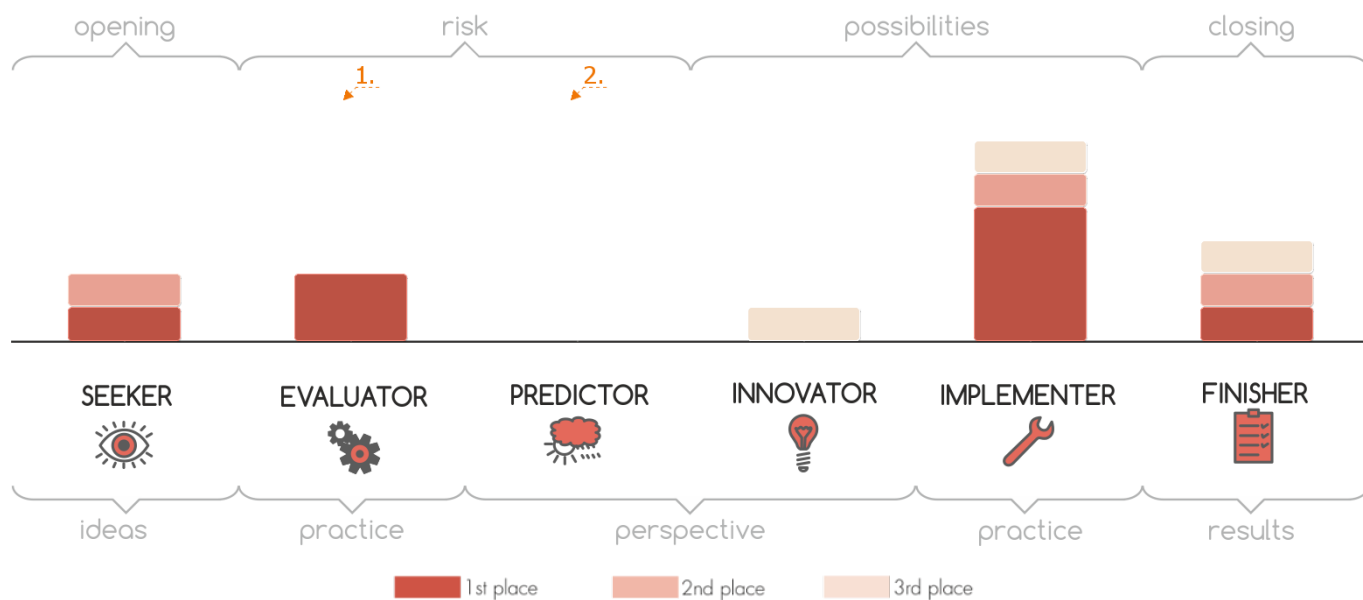
SOLUTION



The graph shows preference for the six team roles in terms of engaging in group work; specifically, looking for a solution. Additional descriptions below and above the graph show the main focus within the given roles on various aspects and viewpoints with regard to looking for solutions.

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

SOLUTION



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

STRENGTHS AND POTENTIAL RISKS OF THE TEAM

The role of the Implementer is more represented within the team than other roles. Teams with a strong representation of Implementers are active, deliver high performance, and quickly and actively produce solutions and results. They work efficiently, do not dwell on irrelevant things and move quickly towards results. Implementers usually divide their responsibilities spontaneously and work together. On the other hand, they may lack a greater level of insight, they deliver solutions before confirming the real needs, and consider discussions with partners a waste of time.

Absence or underrepresentation of the Forecaster role in the team can result in the team producing solutions that are workable and functional immediately, but in the long run lack adequate functionality and do not take into account the broader context. Such solutions may in fact be obsolete at the time of their inception and risk not addressing the real needs of practical use and internal or external customers.

DESCRIPTION OF INDIVIDUAL TEAM ROLES

SEEKER

Comes up with lots of ideas and thoughts and inspires others. Formulates hypotheses, ideas, designs prototypes. As an active individual, stokes change and brings in new things. Appeals to an innovative perspective and wants to do things in a fresh and modern way. He/she contributes inspiration and interesting ideas. Able to work energetically in the team, improvises; has original and interesting ideas. Has the ability to look at an issue innovatively and in a different way to others; presents imaginative solutions. The contributions he/she makes do not have to necessarily be original, but they seem novel. Active especially in the phase of coming up with and collecting suggestions.

STRENGTHS	POSSIBLE RISKS
<ul style="list-style-type: none"> comes up with ideas, suggests numerous solutions, points out external sources, energises and inspires the team 	<ul style="list-style-type: none"> Underestimates preparation, is less organised and easily overwhelms the team and himself/herself with suggestions but without achieving the goal, lacks patience, loses interest quickly

EVALUATOR

Performs analyses, draws attention to facts and information, compares individual parameters. The solution is grounded in reality and puts an emphasis on control. Advocates diligence and a prudent approach rather than prioritising speed at the expense of quality. He/she keeps the team "firmly on the ground" and can be seen as a realist. He/she can reveal possible pitfalls and problems and warns others about them. He/she brings balance and sobriety to teamwork; tries to bring order and a system to the teamwork by structuring it. Appreciates clear organisation and leads others towards it. At the same time, calls for the use of standard, approved or best practices and methods; also calls for matters to be specific. Points out discrepancies.

STRENGTHS	POSSIBLE RISKS
<ul style="list-style-type: none"> Is concise and precise, eliminates mistakes caused by oversight and carelessness, can work with large amounts of information, draws attention to unrealistic goals 	<ul style="list-style-type: none"> Their overcompliance with procedures holds back group work, fixated on details, makes progress in a constricted way, lacks a good overview

PREDICTOR

Draws attention to likely future developments and possible risks, talks about forecasts, and addresses the long-term impact. In addition to going forward into the future, he/she also focuses on considering the broader context and the wider implications for other areas. Emphasises the need for long-term planning, not in terms of a detailed plan, but rather clear goals and milestones. Leads the team so that they focus on the what is key and not on minor details. At the same time, however, he/she can draw attention to risky areas and possible problems. He/she thinks about solutions from many angles; places great emphasis on correct and ethical practices and risk prevention.

STRENGTHS	POSSIBLE RISKS
<ul style="list-style-type: none"> Helps the team identify risks, emphasises the need for long-term planning within the context of broader issues, contributes to increasing the quality of the proposed solutions and also takes an interest in the practical applications of the solutions. 	<ul style="list-style-type: none"> Can create doubt in the team or harm their motivation, presents overly pessimistic scenarios, puts a damper on the mood, inhibits other people's creativity

INNOVATOR

Draws attention to new opportunities and possibilities, comes up with interesting ideas and visions and tries to get the team enthusiastic about them. Sees opportunities with ease and finds them even where others detect problems. Brings energy and enthusiasm to teamwork. Acts as an optimist and someone who always sees the possibilities of what could be done. Leads the team to focus on what is essential, sets priorities based on the key issues with the biggest impacts. Comes up with ideas, points out opportunities. Can encourage and motivate. Proponents of this approach prefer to try something, even with the risk of failure, than to be passive.

STRENGTHS	POSSIBLE RISKS
<ul style="list-style-type: none"> contributes plenty of ideas and brings enough energy to make them reality, does not give in to stress, energises the team, often takes on the role of leader and mover in the team 	<ul style="list-style-type: none"> May tend to overestimate the team's abilities, may steamroll others when overly fixated on an idea, overlooks risks and details, may be unspecific

IMPLEMENTER

Works with facts and information, filters out mere assumptions and conjecture; clearly and systematically keeps the work moving towards the goal. Sets a common procedure, defines the rules, emphasises compliance with them. He/she familiarises themselves well in assignments; organises and coordinates others towards a good solution. Expects others to complete tasks and get involved in their resolution. If necessary, defines the roles and responsibilities of individual team members. Solves any problems or difficulties immediately, looking for alternatives and ways to avoid them. He/she is specific, factual, and keeps others focused on the important matters.

STRENGTHS	POSSIBLE RISKS
<ul style="list-style-type: none"> fast, hard-working, helps move group work towards the goal, organises, divides work, structures group activity, emphasises preparation and knowledge of the problem 	<ul style="list-style-type: none"> Can be curt and abrupt to less practically-minded people, does not give them space, does not tolerate other people's mistakes, takes good performance for granted, neither praises nor motivates others.

FINISHER

Proposes a step-by-step process, plans, schedules activities over time. Keeps an eye on time and deadlines and keeps group discussion on topic. Focuses others on the goal and encourages clear and unambiguous conclusions while keeping the team working to the process originally put forward. He/she tries to curb fruitless discussions. The team can quickly reach a high level of performance. Cares about and insists on the actual achievement of the goal. Has a need to summarise and record results; defines further follow-up steps to take along with deadlines. A hardworking individual who assigns tasks to themselves. In order to achieve the goal, he/she is willing to assume even the less popular work and activities.

STRENGTHS

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

POSSIBLE RISKS

- Gives in to urgency, tends to overload himself/herself as well as the team, tends to do everything by himself/herself, lacks trust in the abilities of others, his/her approach can put others under pressure, often pays too much attention to less important matters