TCC
online

TEAM REPORT

WORK STYLE

Sample web

TEAM REPORT

TEAM MEMBERS:

- bill.smith@example.com (Bill Smith)
- jeremy.johnson@example.com (Jeremy Johnson)
- john.doe@example.com (John Doe)
- lucy.white@example.com (Lucy White)
- mandy@example.com (Mandy Moon)
- susan.black@example.com (Susan Black)
- tina.timberlay@example.com (Tina Timberlay)

PEOPLE LABELLED AS MANAGERS:

- mia.brown@example.com (Mia Brown)

The chart below offers information about an individual's work style. It reflects how they like to work, which approach they prefer, and provides information about the person's key virtues and what results we can expect from them. These work characteristics should be relatively stable in time, especially those which are profiled more prominently.

It is natural that most of the population leans toward the average values on each individual scale. More pronounced profiles are rather rare. Once again it applies that neither pronounced nor average results are better or worse. Results closer to the population average often go hand-in-hand with versatility the ability to partially draw on both extremes of the scale. A more pronounced profiling entails the risk of one-sidedness. On the other hand, that means better pre-requisites in that direction than people with average results. It is, therefore, essential to compare the resulting profile with the position, requirements and demands of the particular job.
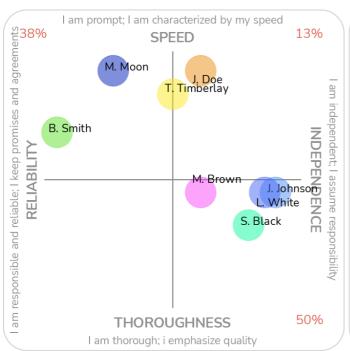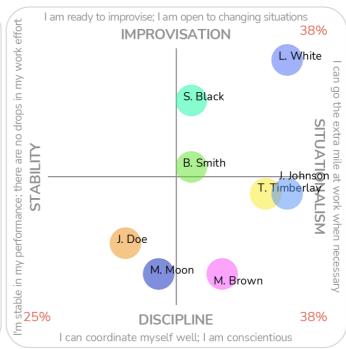
WORK STYLE:

approach to work

THOROUGHNESS
I am thorough;
I emphasize quality
— 66 —
SPEED
I am prompt;
I am characterized by my speed

RELIABILITY
I am responsible and reliable;
I keep promises and agreements
— 57 —
INDEPENDENCE
I am independent;
I assume responsibility

DISCIPLINE
I can coordinate myself well;
I am conscientious
— 50 —
IMPROVISATION
I am ready to improvise; I am open to developing and changing situations.

STABILITY
I'm stable in my performance;
there are no drops in my work effort
— 66 —
SITUATIONALISM
I can go the extra mile
at work when necessary

solution method

ANALYSIS
I can go to the root of a problem
and analyze things
— 56 —
SYNTHESIS
I can point out the essential
and perceive context and overlaps

CONVERGENCE
I look for and work out
the best possible solution
— 72 —
DIVERGENCE
I am open to possibilities;
I work with multiple options

EXPERIENCE
I can effectively apply what
has been tried and tested
— 68 —
CREATIVITY
I can think outside the box
and come up with original ideas

REALITY
I excel at solving present situations;
I am realistic and practical
— 3 —
FUTURE
I think about the long term
and I look for future opportunities

95% 85%   70%   50%   70%   85% 95%

← NEUTRAL →

○ Outcomes of individuals

● Team outcome

○ Manager's result

Note: Team output is made up of the results of individual team members.

TEAM CHART

APPROACH TO WORK

I am prompt; I am characterized by my speed

38% **SPEED** 13%

I am responsible and reliable; I keep promises and agreements

RELIABILITY

M. Moon

J. Doe

T. Timberlay

B. Smith

M. Brown

J. Johnson
L. White

S. Black

I am independent; I assume responsibility

INDEPENDENCE

THOROUGHNESS 50%

I am thorough; i emphasize quality

I am ready to improvise; I am open to changing situations

IMPROVISATION 38%

L. White

S. Black

I'm stable in my performance; there are no drops in my work effort

STABILITY

B. Smith

J. Johnson
T. Timberlay

J. Doe

M. Moon

M. Brown

I can go the extra mile at work when necessary

SITUATIONALISM

25% **DISCIPLINE** 38%

I can coordinate myself well; I am conscientious

SOLUTION METHOD

I can point out the essential and perceive context and overlaps

SYNTHESIS 50%

J. Doe
L. White

J. Johnson

I look for and work out the best possible solution

CONVERGENCE

B. Smith

M. Brown

T. Timberlay

M. Moon

I am open to possibilities; I work with multiple options

DIVERGENCE

S. Black

25% **ANALYSIS** 25%

I can go to the root of a problem and analyze things

I can think outside the box and come up with original ideas

38% **CREATIVITY** 63%

M. Brown

J. Johnson

B. Smith

S. Black

T. Timberlay

I excel at solving present situations; I am realistic and practical

REALITY

M. Moon

J. Doe

L. White

I think about the long term and I look for future opportunities

FUTURE

EXPERIENCE

I can effectively apply what has been tried and tested
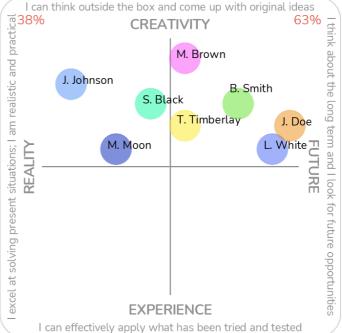
In the following parts of the report you will find a verbal interpretation of the profile, a summary of the main advantages, and the potential risks and recommendations for further development.

ADVANTAGES	POSSIBLE RISKS

ADVANTAGES

- promptness in reactions and task accomplishment; ability to make fast decisions and quickly move from ideas to action; resistance to time pressure

- ability for great endeavors and extraordinary work effort from time to time; ability to adapt own performance to deadlines; client requests etc

- ability to think about options and focus on the development and consideration of alternatives; openness to possibilities and inspiration; consideration of a problem from many angles

- making the effort to look for new ways of doing things; ability to create new solutions; tendency to instigate changes; innovative and original; ability to look at things from new perspectives and to suggest unconventional solutions

POSSIBLE RISKS

- acting fast sometimes at the expense of quality solutions A tendency to be hasty and reckless in decision-making may result in mistakes, oversights, or neglect

- unpredictable for people around them; alternates between extraordinary results and dips in performance and motivation; swings in effort and energy

- tends to think for too long about possible alternatives even when they are unnecessary; could generate too many options and thus make it harder to choose a procedure and a solution or move towards a uniform logical solution

- a zeal for creativity may distract them from assignments; considers effectiveness and practicality to a lesser degree; tends to "reinvent the wheel"; sometimes has an unwarranted desire to change things which work

DEVELOPMENT RECOMMENDATIONS

- Be more judicious and avoid rashness; consider risks when making decisions; pay attention to checking your work.

- Try to expend energy evenly; actively look for motivation during dips in performance.

- Effectively manage the tendency to work on various solutions simultaneously; learn to focus on one solution at a time and see it through.

- Apply tried-and-test solutions before coming up with new ones, and familiarize yourself with what already exists; keep in mind your goals and assignments.