

TEAMSIGHT

ACCELERATE PERFORMANCE

Your Individual Profile

5252

Welcome to TeamSight

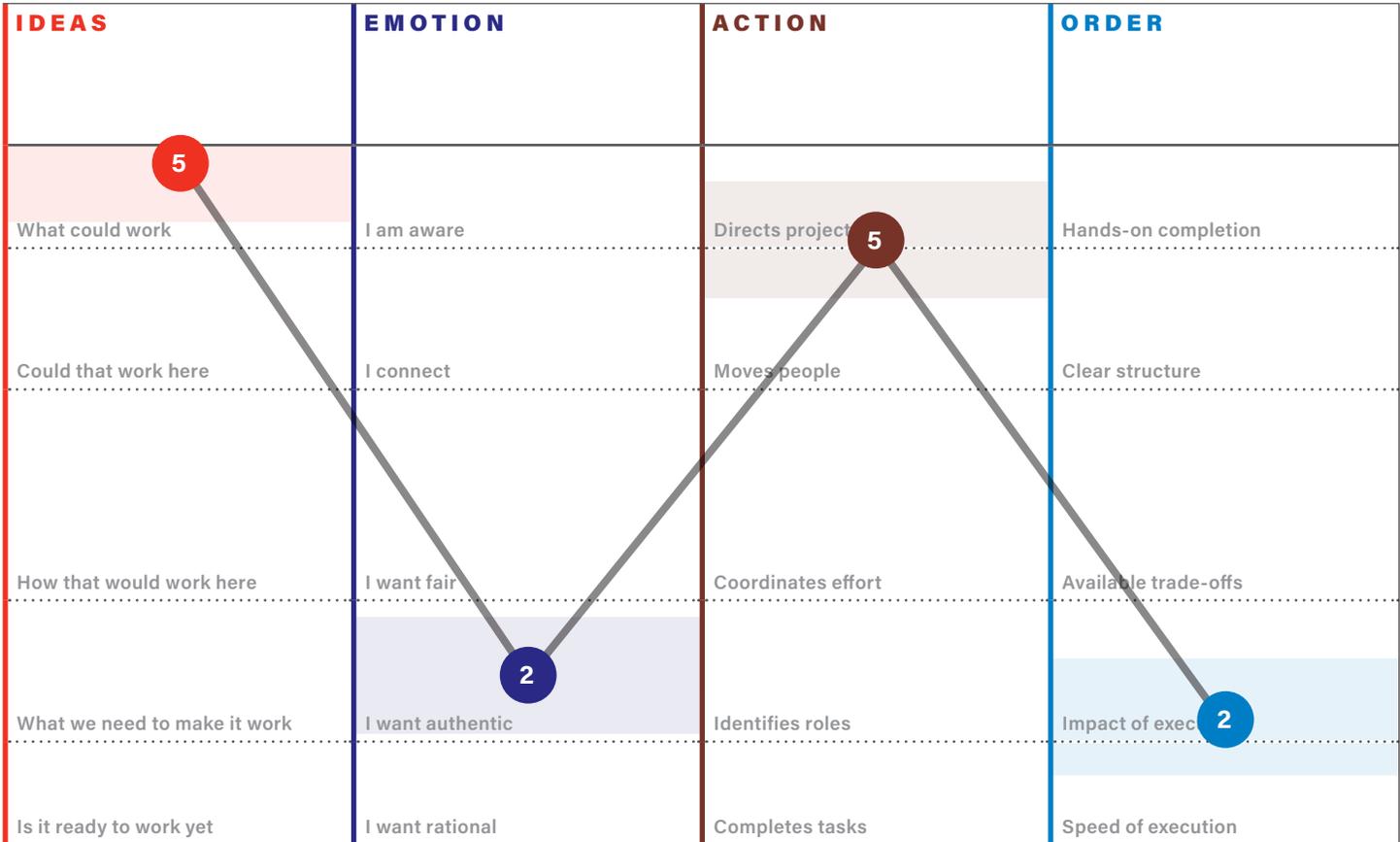
TeamSight accelerates individual and team performance by identifying how people most naturally engage in the activities research has identified as key to team performance. Designed to help teams work better together, TeamSight helps you understand your default behavior styles—the strengths you naturally bring—so you can manage your strengths while recognizing the strengths of the people around you. The result? Enhanced communication and trust that leads to higher performance.

TEAMSIGHT MEASURES BEHAVIORAL STYLE ON FOUR DIFFERENT SCALES:



TeamSight is not a test—there are no right answers. Your results identify your strengths and your default behavioral style—the ways you most naturally tend to engage with your team—in each of the four scales. You'll learn how to manage your strengths, and how to recognize when you may need to flex to help your team work together more effectively. TeamSight helps you leverage the differences between you and your team members to accomplish more together than you could accomplish individually.

Your TeamSight Snapshot: 5252



You want to get a job done, and get it done quickly. You influence others in a positive way through clear thinking and a strong personality. You may also influence others in a negative way by being overly direct. You enjoy thinking up new ideas and recruiting other people to implement them. At times, you may be hard to get along with, because you can dominate a conversation with your own point of view, but you know how to push to get things done. When a project becomes routine, you may want to move on to something more interesting before it's been completed. You work best in an environment that gives you room to be creative, but you also want some accountability and support to back up the ideas you generate.

Positive strengths:

- Creative and execution-focused
- Excited about getting a job done
- Can multitask easily

Negative potentials:

- May take on too many projects
- May fail to recognize or understand team dynamics

Your Ideas Scale Result: 5

The ideas scale measures **how you process and express ideas.**

THERE ARE 5 STYLES ON THIS SCALE:

- 5** **What could work**
Focuses on the big picture. Uses abstractions and metaphors to inspire others with your vision.
- 4** **Could that work here**
Evaluates ideas for strategic importance and practicality. Contextualizes the vision and translates it into strategy.
- 3** **How that would work here**
Develops and integrates the system to execute the strategy and bring the vision to life. Mediates between team members at opposite ends of the scale.
- 2** **What we need to make it work**
Organizes resources and procedures to guide execution. Coordinates implementation effort and activity, solving problems along the way.
- 1** **Is it ready to work yet**
Focuses on the practical implications of an idea to improve the execution plan. Uses logic to create clarity of understanding, and wants to discuss contingencies.

WHAT THIS TYPICALLY MEANS ABOUT YOU:

Exceptional skills

- Inspires others with big picture perspective

Typical behaviors

- Generates new ideas for what could work at the broadest level
- Ties everything to the big picture, processes multiple options
- Asks questions to move others toward your vision
- Speaks inspirationally and persuasively, grounding your ideas in your beliefs and values

Personal needs

- Learns experientially from life
- Expresses and discusses ideas verbally

Negative triggers

- When someone says “your idea is wrong/impractical/unnecessary,” you can get defensive because you speak from your beliefs and values and you could hear this as challenging you, not simply your idea.

Opportunities for growth

- Be patient when others raise more practical perspectives about your idea. You will depend on them to help make your idea a reality.
- Learn to consider—and be supportive of—ideas and solutions created by others, especially when you hear them as challenges to your perspective.

Your Emotion Scale Result: 2

The emotion scale measures **how you process and engage with emotion—yours and others.**

THERE ARE 5 STYLES ON THIS SCALE:

- 5 I am aware**
Focuses on creating positive emotional energy. Prioritizes resolving conflict and nurturing team members.
- 4 I connect**
Develops deep, loyal relationships with team members. Feels a responsibility to support others emotionally.
- 3 I want fair**
Negotiates conflicts by surfacing all perspectives. Manages positive and negative emotions of others to strengthen connections and build trust.
- 2 I want authentic**
Takes an objective, straightforward view of situations. Verbalizes negative observations and practices emotional transparency.
- 1 I want rational**
Evaluates a situation quickly and gets to the point. Observes emotional responses without allowing them to derail your course of action.

WHAT THIS TYPICALLY MEANS ABOUT YOU:

Exceptional skills

- Creates emotional authenticity in conversations and around situations

Typical behaviors

- Focuses on the clarity of the issue as you see it
- Filters out overly positive responses and drives towards clarity
- Creates freedom for others to verbalize their view
- Accepts conflict as a component in making decisions

Personal needs

- Freedom to speak up
- To resolve issues apart from emotional pressures

Negative triggers

- When someone says “you are insensitive,” you can get defensive because you’re simply more focused on clarifying the issue than on how your communication affects others emotionally.

Opportunities for growth

- Learn to value group morale as much as personal emotional authenticity, and to create authenticity through positive comments.
- Recognize that the intensity with which you communicate your perspective—an intensity that matches how you feel about it—can catch people off guard.

Your Action Scale Result: 5

The action scale measures **how you exert your force of will on objectives.**

THERE ARE 5 STYLES ON THIS SCALE:

- 5** **Directs projects**
Directs team members and exercises authority, even over those who may not be direct reports. Determined and driven.
- 4** **Moves people**
Focuses on self-determination and regulating the process of achieving goals. May be more comfortable at times leading behind the scenes than up front.
- 3** **Coordinates effort**
Manages the input and contribution of other highly skilled team members. Shares authority in the service of achieving goals.
- 2** **Identifies roles**
Aware of the needs of other team members. Takes responsibility for getting the work done.
- 1** **Completes tasks**
Ready for action and enthusiastic about taking on and owning tasks.

WHAT THIS TYPICALLY MEANS ABOUT YOU:

Exceptional skills

- Identifies and prioritizes goals, and drives the team to deliver on them

Typical behaviors

- Seeks the most expedient outcome
- Uses charismatic forcefulness to move the team forward
- Inspires others to take initiative
- Encourages scalability

Personal needs

- Significant challenges and access to resources
- Authority to move projects and teams forward

Negative triggers

- When someone says “back off and give me some space,” you can get defensive, because you see your vision, ambition, and drive as critical to the team’s success.

Opportunities for growth

- Slow down to really hear what others are saying—even repeating it back to them.
- Recognize you’re building a team for the long run, and set a sustainable pace for your team members.

Your Order Scale Result: 2

The order scale measures **how you structure and complete work.**

THERE ARE 5 STYLES ON THIS SCALE:

- 5 Hands-on completion**
Creates and controls systems and processes to produce detailed, precise, routine work.
- 4 Clear structure**
Creates order and manages detail where needed to deliver results.
- 3 Available trade-offs**
Considers adjusting objectives within a project based on prioritization or expediency. Develops review procedures to track results.
- 2 Impact of execution**
Delegates ongoing efforts to team members. Comfortable balancing multiple projects or tasks.
- 1 Speed of execution**
Delegates and creates freedom for team members to produce their unique personal craftsmanship.

WHAT THIS TYPICALLY MEANS ABOUT YOU:

Exceptional skills

- Able to focus on what is most important in the moment; willing to relinquish control and delegate responsibility

Typical behaviors

- Sees work as a series of projects
- Gives team members the opportunity to self-direct their work
- Focuses on outcome over process
- Intuitively understands when a project is overly restrictive

Personal needs

- A variety of challenges and opportunities
- Freedom to introduce adjustments to project plans

Negative triggers

- When someone says “you don’t finish,” you can get defensive because you’re focused more on the impact of a project than a perfect project—and ready to move on when you believe impact is realized.

Opportunities for growth

- Realize the importance of systems and processes, not just the outcomes.
- When you are ready to move on, ensure someone is finalizing the project.

Acknowledgements

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