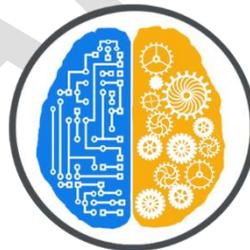


TEAM MAP

Sample Company, Inc. | Team Map Synthesis



TALENTINSIGHTS.COM

TEAM MAP SYNTHESIS

TEAM MEMBER ROLES

VISIONARY STRATEGISTS

Joe
Charles

INSPIRATIONAL CATALYSTS

Molly

ORGANIZING STABILIZERS

Rebecca
Mark
Patricia
Laura
Tony

TROUBLESHOOTING OPERATORS

None

TEAM MEMBER STRENGTHS

STRATEGIC THINKERS

Joe
Rebecca

EXECUTERS

Molly
Mark
Patricia
Laura
Tony

RELATIONSHIP BUILDERS

Charles

INFLUENCERS

None

TEAM MEMBER BEHAVIOR

DRIVERS

Joe
Rebecca
Mark

COMMUNICATORS

Charles

PLANNERS

Molly

ANALYZERS

Patricia
Laura
Tony
(Mark)

POTENTIAL TEAM CONTRIBUTIONS

- The majority of the team is likely to approach their work with structure, order and process.
- This team will work hard and produce at a high level.
- The team is wired to pay attention to and be persuaded by facts, figures and details.

POTENTIAL TEAM CHALLENGES

- The team will tend toward stagnation rather than innovation.
- The team may struggle to connect with clients or other members, to analyze information, or to sell the team's ideas to others.
- There may be a struggle between making things happen quickly and getting things done correctly

TEAM MANAGEMENT RECOMMENDATIONS

- Joe and Rebecca should be included in brainstorming sessions.
- Molly and Charles should be able to give the best feedback on teamwork, team connections and assessing client responses and needs.
- Joe, Rebecca and Mark will do best meeting or enforcing deadlines.
- Patricia, Laura and Tony will protect quality control.
- Rebecca, Mark, Patricia, Laura, Tony, and Molly will have the hardest time with change. The more notice and explanation that can be given, the more likely they are to get on board in a timely manner.
- If Joe, Rebecca and/or Mark is assigned to the same project, clearly defined roles, boundaries and stewardship is absolutely necessary to avoid conflict.
- If Patricia, Laura and/or Tony are assigned to the same project, be on guard against unhealthy competition.
- Molly will be the best at reading others and have the most difficult time handling interpersonal trouble.

TEMPERAMENT ASSESSMENT CHART

THIS BUBBLE CHART IS DESIGNED TO SHOW THE PREVIOUS TABLE IN ACTION.

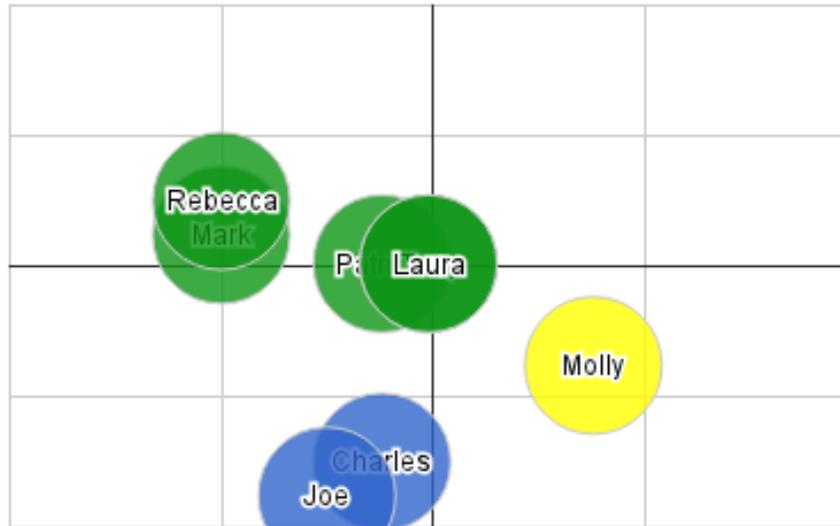
- The higher a person is on the chart (Sensors), the more observantly they face life at the expense of imagination. They crave enjoyment.
- The lower a person is on the chart (Intuitors), the more expectantly they face life at the expense of observation. They crave inspiration.
- The further to the left a person is on the chart (Thinkers), the more they value logic over sentiment and will naturally choose truthfulness over tactfulness.
- The further to the right a person is on the chart (Feelers), the more they value sentiment over logic and will naturally choose tactfulness over truthfulness.

SENSING TEAM MEMBERS:

PAY ATTENTION TO DETAILS & CURRENT REALITIES
Organizing Stabilizers & Trouble Shooting Operators

**THINKING
ORIENTED
TEAM
MEMBERS:**

MAKE
DECISIONS
BASED ON
PRINCIPLES &
LOGIC—TRUE VS
FALSE



**FEELING
ORIENTED
TEAM
MEMBERS:**

MAKE DECISIONS
BASED ON
CONSEQUENCES
FOR PEOPLE—
AGREEABLE VS
DISAGREEABLE

Visionary Strategists

Inspirational Catalysts

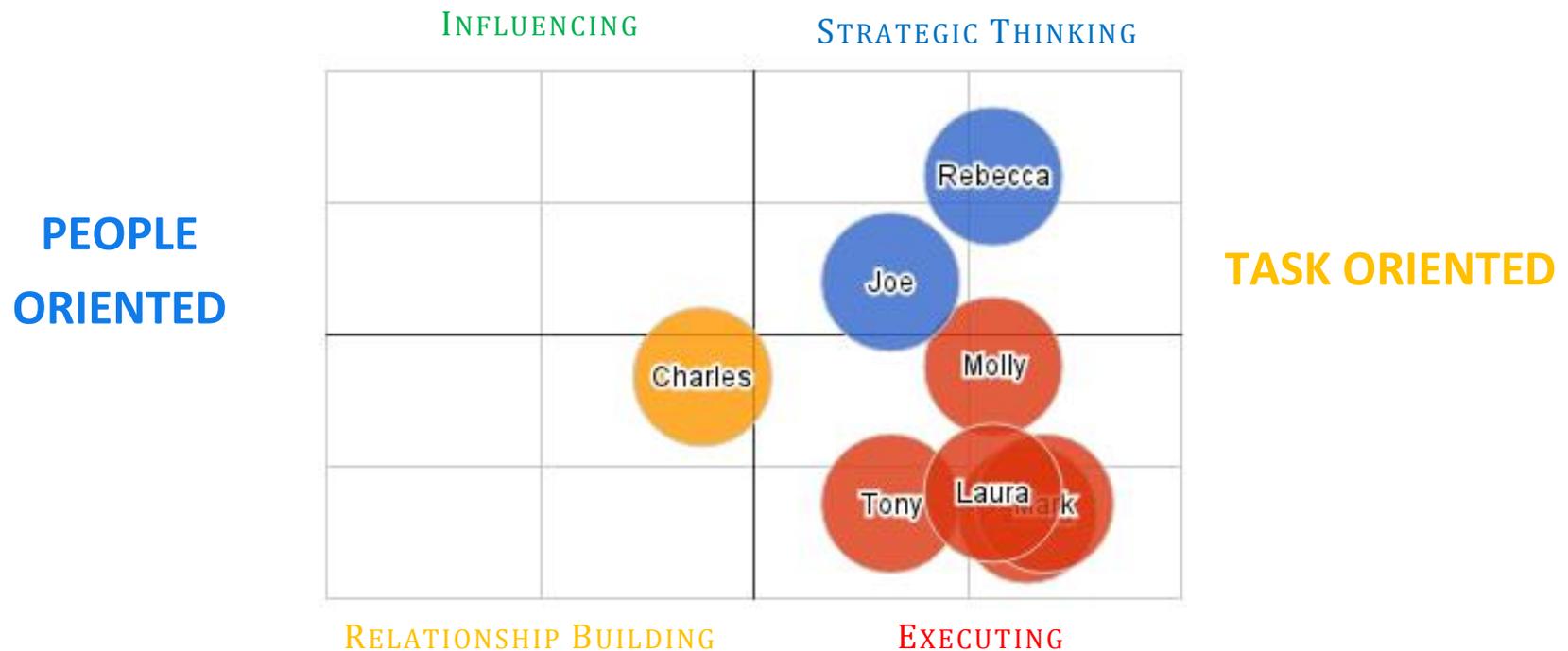
INTUITIVE TEAM MEMBERS:

PAY ATTENTION TO MEANINGS, PATTERNS & POSSIBILITIES

STRENGTHS CHART

THIS BUBBLE CHART IS DESIGNED TO SHOW THE PREVIOUS TABLE IN ACTION.

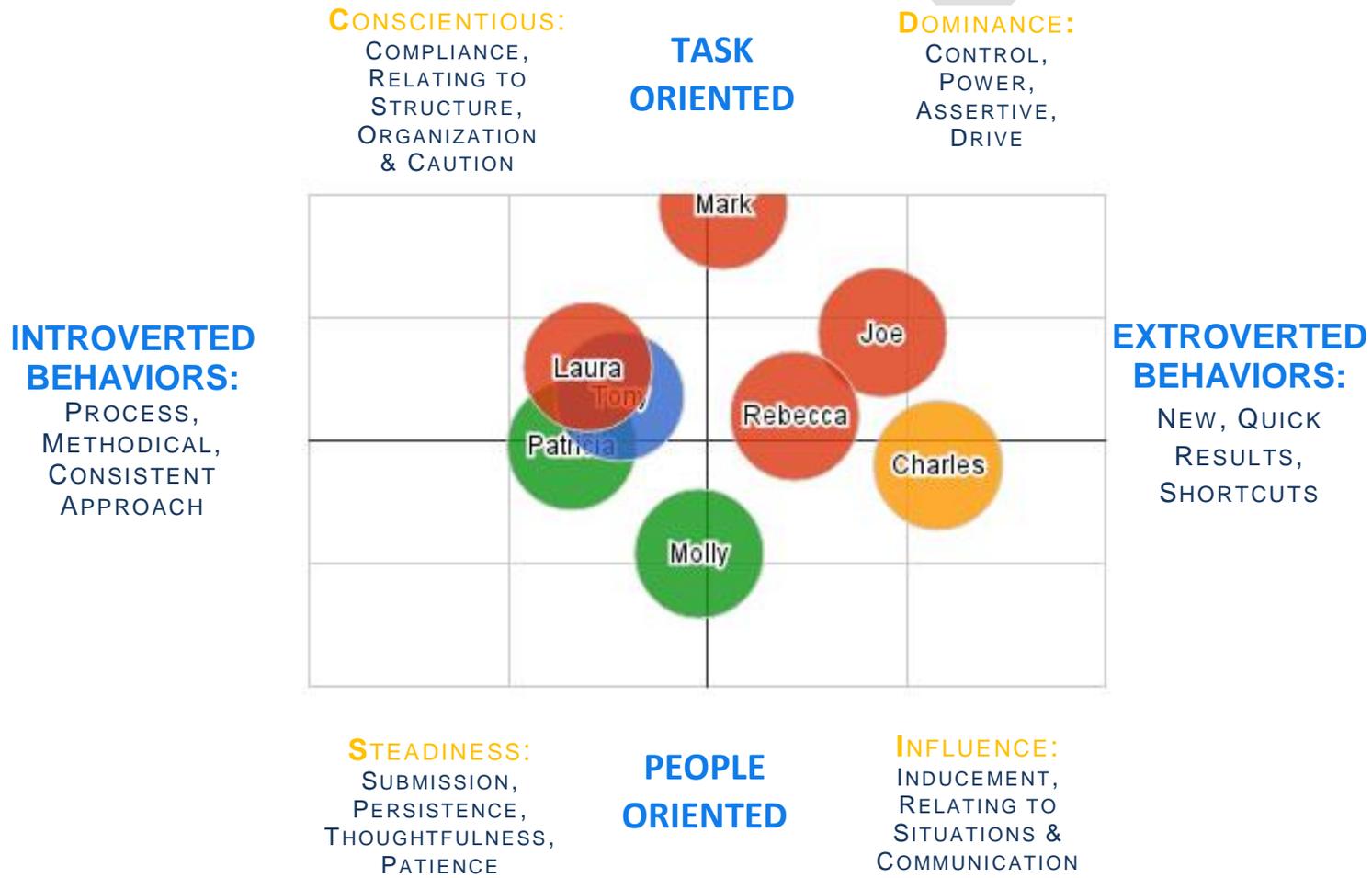
- Because Influencing and Relationship Building strengths tend to be more people oriented, team members with more of these strengths will be found further to the left of the chart.
- Because Strategic Thinking and Executing strengths tend to be more task oriented, team members with more of these strengths will be found further to the right of this chart.
- This view tends to reveal whether your team is well rounded or has deficiencies and weak points. A chart with concentration on the right side will likely struggle with relational problems. A chart concentrated to the left will likely struggle with production issues. A chart concentrated at the top likely indicates a team which can be a thought leader in the industry but has difficulty practicing what they preach. And a chart concentrated at the bottom is indicative of a steady and stable team who is gradually losing ground in their industry, and unfortunately on the way out of business.



BEHAVIORAL ASSESSMENT CHART

THIS BUBBLE CHART IS DESIGNED TO SHOW THE PREVIOUS TABLE IN ACTION.

- This view clearly reveals your change oriented leaders (to the right of the chart) and the slower adopters or stabilizers (to the left of the chart).
- Because Dominance and Conscientiousness are more task oriented, team members with stronger intensities in these areas will be found toward to the top of the chart.
- Because Influence and Steadiness are more people oriented, team members with stronger intensities in these areas will be found toward the bottom of the chart.



TEMPERAMENT ASSESSMENT OVERVIEW

The most effective CEO, President or Manager knows the unique strengths and weaknesses of each of his team members. Each person is uniquely wired to succeed in certain areas. Even a loyal, hardworking employee will not be successful in the wrong role on the team. Knowing the personality types and temperaments of your team members is an important step in maximizing your team's productivity. This portion of the Team Map will help you:

- Identify the different types and temperaments on your team.
- Learn which team members to rely on to accomplish each stage of project development.
- Understand where stress, burnout and conflict may be coming from.

RATIONALS

In general, the Rationals (NT) will be your visionary strategists. They naturally see possibilities for improvement, structure and streamlining in systems. They interpret and add meaning to data so that they can make their decisions based on logic, future goals and opportunities for improvement. Their “hill to die on” is over logic. If decisions are being made in a seemingly illogical manner, they will be very frustrated.

IDEALISTS

The Idealists (NF) will be your inspirational catalysts, motivating the people involved to achieve the desired goal. They interpret and add meaning to data so that they can make their decisions based on personal values, future goals and opportunity for growth and development for themselves and others. Their “hill to die on” is over values. If decisions are being made which violate the NF's personally held values, they will be very frustrated.

ARTISANS

The Artisans (SP) are the troubleshooting operators. They may be found in various parts of the organization, but the common threads of the various roles will include: decision-making does not shape future direction, responsibilities are skill based, tools and creative expression are often incorporated. They pay attention to observable data and trust their impulses to make pragmatic decisions in the here and now. This means boundaries should be basic and clearly defined, giving the SP plenty of space to operate independently as much of the time as possible though the SFPs often like opportunities to help others accomplish tasks and goals. Their “hill to die on” is over freedom. If decisions are being made which seem to violate the perceived autonomy or freedom of the SP, they will be very frustrated.

GUARDIANS

The Guardians (SJ) are the stabilizers of the group. They like structure and order. Once change has been introduced and the bumps have been mostly smoothed out, it is the SJs who will tweak and maintain to have the new system and team humming productively. They pay attention to observable data so that they can make their decisions based on known principles, tried and true solutions to fulfill their role or responsibility. Their “hill to die on” is over principles. If decisions are being made which seem to violate the principles known by the SJ, they will be very frustrated.

STRENGTHS ASSESSMENT OVERVIEW

Contrary to the contemporary American mindset, our goal should be to assemble well-rounded teams not gather well-rounded people. “While the best leaders are not well-rounded, the best teams are.” – Tom Rath, Strengths Based Leadership. This portion of the Team Map will help you:

- Identify the different categories of strengths represented on your team.
- Learn which team members to “put in the game” at the appropriate time.
- Understand where conflict and unproductivity may be coming from.

EXECUTING

When faced with challenges or obstacles, this group will draw on their Executing strengths to accomplish the goal. This may be expressed differently, but its focus and result is similar. For example, Achievers will work tirelessly until the job is done, Arrangers will configure the team or environment to complete of the job, and those with Belief will tap into that core motivation to push through, etc. You want to make sure the Executing strengths are generously represented for a high performance team. However, if the action is disproportionate to the quality of results, your team may have Executing talents rather than strengths. In this case, you will want to make sure you do some training and development in working smarter, not harder at the right things. Busy is not the same as productive.

INFLUENCING

The group with Influencing strengths will face challenges and obstacles by acting as people movers to make things happen. The Activators will jump to action and problem solve along the way, the Commanders will deploy people with tasks to accomplish, the Communicators will verbally paint a persuasive pictures that rally the team, etc. A good representation of Influencing strengths are particularly helpful among your leadership team and absolutely necessary on your sales floor! However, if the group starts fragmenting and wandering off in various directions, your team may have Influencing talents rather than strengths. In this case, you will want to make sure you do some training and development in following leadership and pulling in the same direction. A house divided will not stand.

RELATIONSHIP BUILDING

Challenges and obstacles are inevitable. Teams strong in Relationship Building strengths are more likely to pull together to overcome rather than fall apart. They also have a lot of fun in success. The Adaptable members can flex and adjust to the unexpected responses of others, the Developers encourage the potential seen in their colleagues, those with Connectedness identify and utilize previous cause and effect to understand current responses, etc. It is the Relationship Builders that cause a multiplying effect on what the team is able to accomplish together. However, if connecting with others starts being the reason deadlines are regularly missed, your team may have Relationship Building talents rather than strengths. In this case, you will want to make sure you do some training and development in the importance of personal stewardship and healthy boundaries. At the end of the day, you are paying them to work hard.

STRATEGIC THINKING

When faced with challenges or obstacles, this group will draw on their Strategic Thinking ability to accomplish the goal. The Analyticals will step back to analyze the situation in order to uncover the problem, those with Context will zoom out to understand the big picture, those with Futuristic will peer over the horizon to find solutions that put the group in position for what is coming down the road, etc. Include your Strategic Thinkers in all brainstorming or troubleshooting sessions. Not only are they good at it, but problem-solving and planning is playtime to them! However, if the strategy prevents implementation (i.e. analysis paralysis), your team may have Strategic Thinking talents rather than strengths. In this case, you will want to make sure you do some training and development in taking reasonable risks. Excellence is good enough this time and a little better next time.

BEHAVIORAL ASSESSMENT OVERVIEW

There is no “good” or “bad” wiring. But there is good fit and bad fit. This is often most clearly seen through DiSC patterns because it is the observable behaviors which are reflected. Each category of patterns emphasize a particular focus which shapes their behavior. This portion of the Team Map will help you:

- Identify the different patterns represented on your team.
- Learn which team members to pair together at the appropriate time and in the appropriate way.
- Understand where conflict and unproductivity may be coming from.

HIGH D'S

The motto of high D's: Do it now! They are motivated by achievement and control. It is important that they feel in control, that they are driving the situation. When pressure is applied, the high D's will counter with control. Therefore, they respond better to suggestions rather than orders. Pairing high D's together can produce results IF they have common goals and you take the time to clarify the parameters of each of their authority. If you pair a high i and D together, you will have to carefully guide them from beginning to end because their motives and perspectives are so drastically different. High D's and S's can achieve great results, but will also need help respecting each other's' differences. High D's and C's can work well together because they are so task oriented.

HIGH I'S

The motto of high i's: Have fun! They are motivated by positive communication. It is important they are given the opportunity to develop a positive rapport with others before anyone reacts to anyone else's idea. When pressure is applied, the high i's will counter with verbal attacks—accusing or blame shifting. Therefore, they respond better when a social relationship has already been established, or if you take the time to explain how the idea has benefited people in the past. Pairing a high i and D requires a lot of supervision because the D is typically not concerned with building the social relationship the i feels is necessary for openness to ideas. Two high i's paired together will likely have a wonderful time, though performance will likely suffer. High i's and S's pair together most easily, but watch out for co-dependence from the S to the i. High i's and C's pair together most effectively, however they may have similar struggles as the i and D combination.

HIGH S'S

The motto of the high S's: Do it together! They are motivated by time. They dislike sudden change or interruption, needing time and patience to adapt to new situations. When pressure is applied, the high S will try to see both sides of the issue to find common ground or avoid the conflict altogether. Therefore, they respond best when given guarantees of how the change will benefit others and then have the time to get on board. It is the time element that makes it difficult for D's and S's to be paired together effectively—beneficial results can be achieved if the D is okay with a slower pace and the S is okay with a faster one. High i's and S's go together well, though an overdependence on the high i's assertiveness can develop. Two S's will naturally work well together and form a loyal bond, however they will operate on a very long decision-making timeline. If the S is okay without a strong personal tie, they can pair very well with a high C.

HIGH C'S

The motto of the high C's: Do it correctly! They are motivated by fact and detail, needing to understand the implications and probable effects of an idea before they are willing to accept it. When pressure is applied, they will often evade the conflict by changing the subject, making vague promises, or completely avoiding the issue altogether. Pairing a high D and C together can produce very effective results, just don't expect a close relationship. High i's and C's abilities complement each other very well, but they have a hard time working together effectively because of such opposite natures. High C's can usually stretch to an acceptable level of personal relating to satisfy a high S, thereby making an effective pair. Two high C's can also do well together IF they are willing to put aside their natural desire to compete with one another in knowledge or skill.