

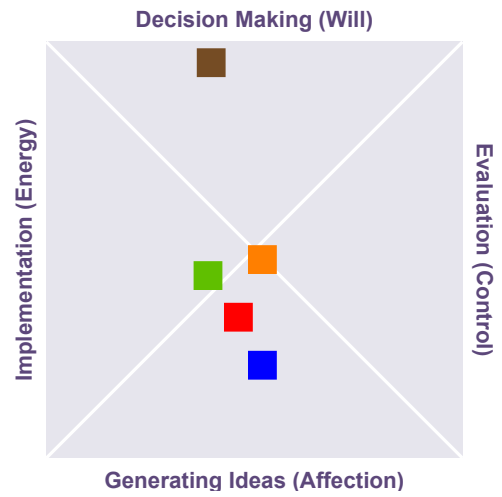
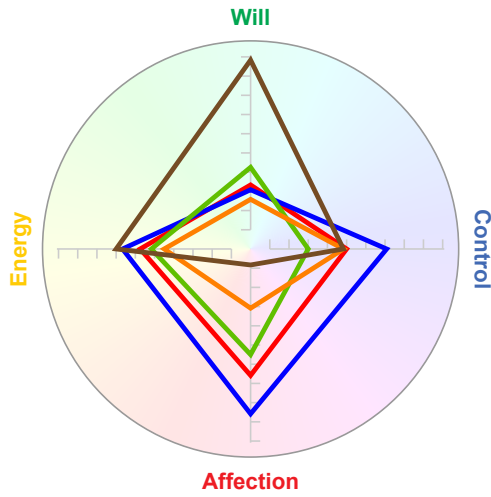
 **TeamScape Report**  
**Anthony Walker**

Printed: 31/07/2014  
Project: BD 2014  
Company: t-three - marketing



t-three  
group

# Facet5 Profiles of Team Members



Name	Will	Energy	Affection	Control	Emotionality	Family
Walker, Anthony Key: Anthony	10 Determination 10 Confrontation 7.9 Independence 10	7.1 Vitality 6.9 Sociability 6.8 Adaptability 7.4	1 Altruism 1 Support 1 Trust 1.6	5 Discipline 5.1 Responsibility 4.9	7 Tension 7.4 Apprehension 6.7	Promoter
Small, Ciara Key: Ciara	4.4 Determination 6.1 Confrontation 1.6 Independence 5.4	5.3 Vitality 4.3 Sociability 5.1 Adaptability 6.6	5.6 Altruism 6.6 Support 3.8 Trust 6.6	3.1 Discipline 2.9 Responsibility 3.3	8.7 Tension 7.1 Apprehension 10	Supporter
Proctor, Helen Key: Helen	2.7 Determination 3.8 Confrontation 1.4 Independence 2.8	4.6 Vitality 4.1 Sociability 3.4 Adaptability 6.2	3.2 Altruism 3.8 Support 2.1 Trust 3.8	5 Discipline 4.6 Responsibility 5.5	8.7 Tension 8.2 Apprehension 9.2	Specialist
Dixon, Lucy Key: Lucy	3.2 Determination 5.8 Confrontation 1.6 Independence 2.3	6.8 Vitality 6.3 Sociability 6.7 Adaptability 7.4	8.7 Altruism 8.7 Support 8.7 Trust 8.7	7.2 Discipline 7.2 Responsibility 7.2	4.8 Tension 4.8 Apprehension 4.8	Developer
Arnold, Tracy Key: Tracy	3.5 Determination 4.2 Confrontation 2.7 Independence 3.6	5.9 Vitality 5.4 Sociability 5 Adaptability 7.2	6.7 Altruism 6.8 Support 6.5 Trust 6.8	5.1 Discipline 5.3 Responsibility 4.9	4.5 Tension 5.2 Apprehension 3.8	Facilitator

NOTE: The keys listed beneath the individuals' names in the table above are used in charts throughout this report.

# Introduction

This report summarises the Facet5 TeamScape results of you and your team. It should be read in conjunction with the Facet5 TeamScape Participant's Guide which is available from the Facet5 web site. The report is in 3 sections:

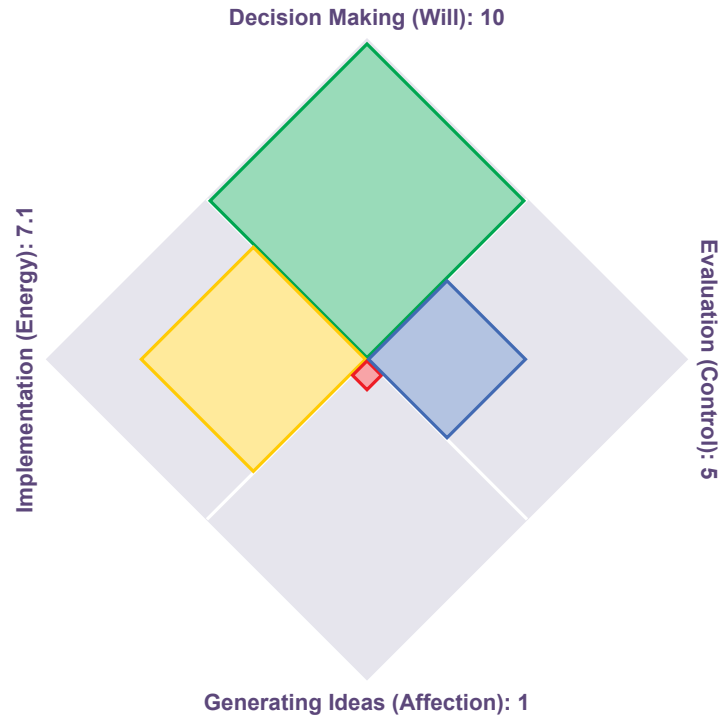
1. The Work Cycle – this section describes your fundamental approach to solving problems when they arise. It shows:
  - 1.1. How you appear to other people
    - Your natural style based on your Facet5 profile and
    - The way that other people see you working.
  - 1.2. The Team Comparison
    - How the team compares in terms of personal style and
    - How you compare to others in the team
2. Reaching agreement
  - 2.1. Your Orientation including your natural approach and the way others see you.
  - 2.2. Your preferred Tactics looking at the extent to which you and your team apply rules and processes
  - 2.3. The level of Proportionality which indicates the intensity and stress involved in disputes in your team
3. Comments from Reviewers showing those areas where you are thought to provide valuable input and those where you might be able to improve.

This report is designed to provide baseline information for your team to use to improve team functioning. Your facilitator will use this information to help you and your team to identify those areas where you can capitalise on natural strengths and those areas where, through feedback and disclosure, issues can be resolved.

# Your contribution to the Work Cycle

Where you put your effort is influenced by your Facet5 profile. This chart uses your Facet5 scores to draw 4 boxes, one for each phase in the work cycle. The size of the box indicates the phase of the cycle where you will contribute most: your preferred approach. The larger the box, the more you will attend to that phase of the cycle. The smaller the box, the less you will attend to that phase of the cycle. Remember that the labels on this chart refer to the Work Cycle Phase. Which set of "Protocols" you are likely to follow depends on your Facet5 scores. For example if your Facet5 score for Will is high (e.g. >7) then you will probably be quick to make a decision. You may find it hard to hold back. If your score for Will is low (e.g. <4) then you are likely to prefer a more Reflective way of working. You would rather wait till all the information is in. Your chart is shown below.

## Work Cycle: Anthony



## Natural Style

**Contribution:** (these are the capabilities that you naturally bring to the team)

- states own views very early and with force
- enthusiastic to take action
- original thinker
- willing to make the final decision
- maintains a view on the big picture

**May be seen as:** (these are elements that may make you less effective)

- domineering
- argumentative
- unconcerned with views of others (or organisation)

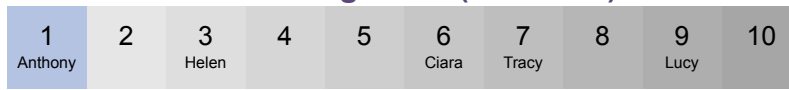
# Work Cycle: Team Comparison

The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work. The shaded box shows where you naturally fit in compared to others in the team, based on your Facet5 profile.

## Practicalities

- Get to the point quickly
- Identify advantages clearly
- Find simple solutions
- Save time
- Oversimplify issues
- Blind to broader impact
- Short term solutions

## Generating Ideas (Affection)



## Possibilities

- Don't criticise others
- Are supportive of others
- Suggest alternatives
- Broaden the discussion
- Can wander off the point
- Do not promote own ideas
- Avoid final decision
- May be impractical

## Revolution

- Maintain a broad approach
- Encourage radical ideas
- Look at the "big picture"
- Push the limits
- May not follow through
- May not persist if it gets hard
- Can overlook important issues

## Evaluation (Control)



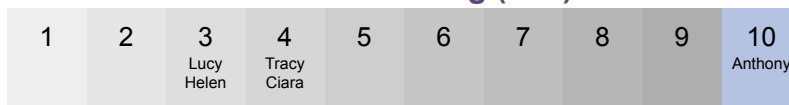
## Evolution

- Concentrate on details
- Take things steadily
- Are organised
- Check resources and time available
- May be slow to get started
- may insist on too much detail
- Too conservative

## Reflecting

- Do not jump to conclusions
- Wait to be asked
- Give people a chance to speak
- Look at all the information
- Too slow to commit
- Procrastinate
- Defer to authority

## Decision Making (Will)



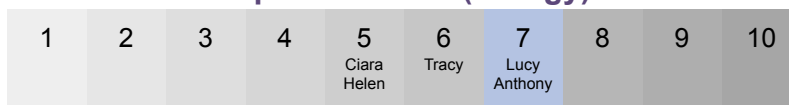
## Deciding

- Decide what needs to be done
- State own views very early
- Defend ideas and don't back down
- Appear certain and confident
- May try to push others
- Can start arguments
- Go own way without regard for others

## Understanding

- Thinks ideas through well
- Understand in depth
- Keep discussion to a minimum
- Present salient points
- Debate at a technical or specialist level
- Rarely discuss personal issues
- Prefer private research to open debate

## Implementation (Energy)



## Acting

- Get started quickly
- Talk and discuss freely
- Show obvious enthusiasm
- Are involved from the beginning
- Are easily distracted
- Interrupt others
- Lose focus and direction

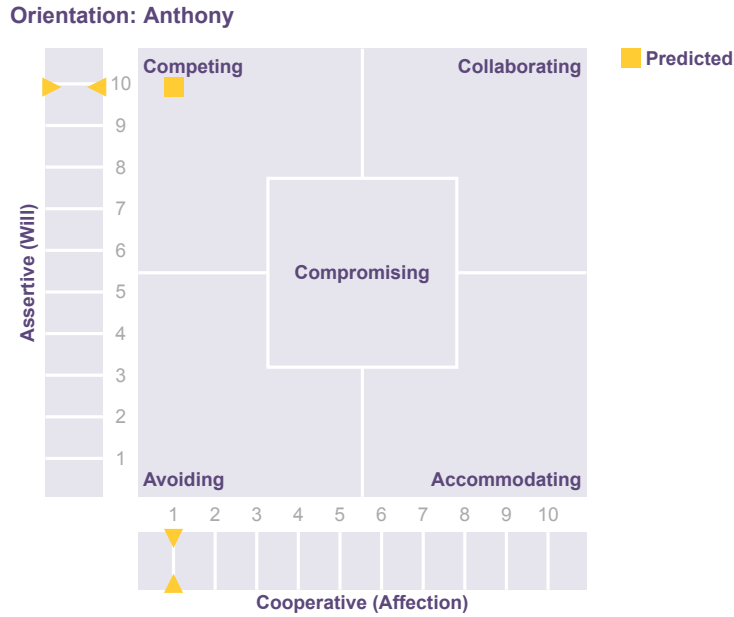
### Legend

Predicted

# Reaching agreement and resolving disputes

## Your Orientation

The chart below shows the orientation you would be most likely to adopt if faced with conflict and disagreement. This is based on your Facet5 scores for Will and Affection.

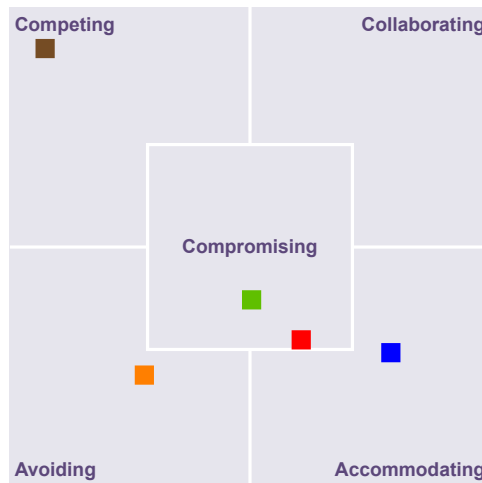


### Anthony

*Has a strong personal agenda and is prepared to argue and demand to get own way. Doesn't really consider others. A strong Win-Lose orientation.*

The chart below shows your orientation in relation to the rest of the team. Refer to page 2 for the key.

**Orientation: Facet5 Scores**



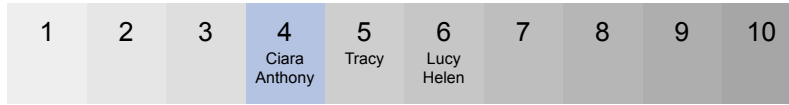
# Preferred Tactics

This chart shows your natural preference and compares this to the way other people see you.

## Rule Free

(High Energy + Low Control)

each situation is unique and needs a unique solution  
we can place little reliance on history  
treat each situation on its merits  
we are not bound by existing rules



## Rule Conscious

(High Control + Low Energy)

we try to remain logical and sensible  
we set an agenda to resolve the issue  
we look for precedent, rules and regulations  
we apply processes and procedure

### Anthony

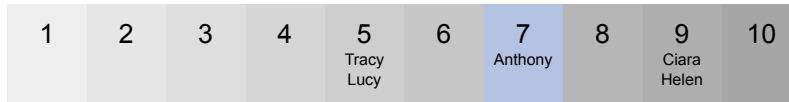
*Will be aware of and apply rules and processes as appropriate. Enthusiastic to get things moving.*

# Proportionality

This chart shows the tendency within you and your team to keep cool when things become disputed or to get deeply involved and concerned with the result.

## Under-react

may seem oblivious to importance of issues  
can seem blasé and unconcerned  
under-reacts to issues



## Over-react

becomes intense  
takes things seriously  
takes things to heart  
worries  
gets things out of proportion

### Anthony

*Can get very intense. Feels issues personally. Can over-react and get things out of proportion.*

**May be seen to:**

- \* become more inflexible and rigid
- \* be more easily distracted
- \* be defensive and protective of own position
- \* be somewhat inconsistent about process

**Legend**

  Predicted

## Comments

Use this space to note the key lessons you have taken from the TeamScape discussions.

**Things you do that your colleagues feel help the team**

**Things you do that your colleagues feel do not help the team**