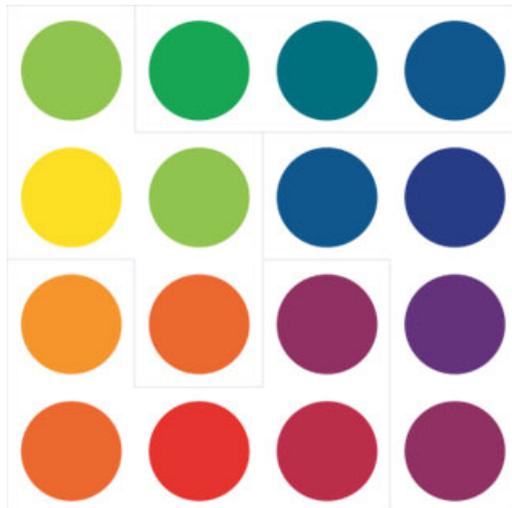
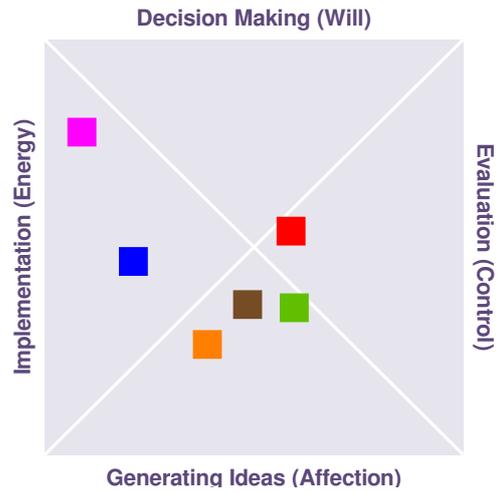
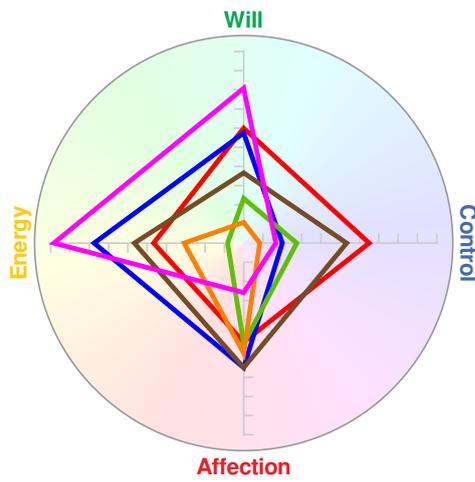


TeamScape Report
Sample Profile 1

Printed: 2/11/2017
Project: Sample TeamScape Project
Company: Facet5



Facet5 Profiles of Team Members



Name	Will			Energy			Affection			Control			Emotionality			Family
■ Profile 6, Sample Key: Sample6	6.1	Determination Confrontation Independence	8.1 5.2 5.1	4.8	Vitality Sociability Adaptability	4.3 4.3 5.7	5.3	Altruism Support Trust	4.6 5.1 6.1	6.6	Discipline Responsibility	6.3 7	7.4	Tension Apprehension	8.5 6.4	Producer
■ Profile 2, Sample Key: Sample2	5.9	Determination Confrontation Independence	8.7 4.9 4.1	7.9	Vitality Sociability Adaptability	8.5 6.6 8.5	6.6	Altruism Support Trust	6.6 6.4 6.6	2.1	Discipline Responsibility	1.5 2.7	6	Tension Apprehension	4.9 7.1	Advocate
■ Profile 5, Sample Key: Sample5	2.5	Determination Confrontation Independence	2.5 1.5 3.4	1	Vitality Sociability Adaptability	1 1 1.9	5.4	Altruism Support Trust	5.3 5.1 5.7	2.9	Discipline Responsibility	3.2 2.6	6.2	Tension Apprehension	5.1 7.4	Specialist
■ Profile 4, Sample Key: Sample4	1.2	Determination Confrontation Independence	1 1 2.1	3.2	Vitality Sociability Adaptability	2.5 2.2 4.9	5.9	Altruism Support Trust	6.3 5 6.3	1	Discipline Responsibility	1 1	7.7	Tension Apprehension	9.9 5.5	Supporter
■ Profile 1, Sample Key: Sample	3.8	Determination Confrontation Independence	5.1 2.3 4	5.8	Vitality Sociability Adaptability	5.4 5 7	6.6	Altruism Support Trust	6.6 6.5 6.6	5.5	Discipline Responsibility	5.7 5.3	4.4	Tension Apprehension	4.9 3.8	Facilitator
■ Profile 3, Sample Key: Sample3	8.2	Determination Confrontation Independence	8.4 8 8.2	10	Vitality Sociability Adaptability	10 8.8 10	2.7	Altruism Support Trust	3.1 1.8 3	1.8	Discipline Responsibility	1.4 2.2	2.5	Tension Apprehension	2.2 2.9	Promoter

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:

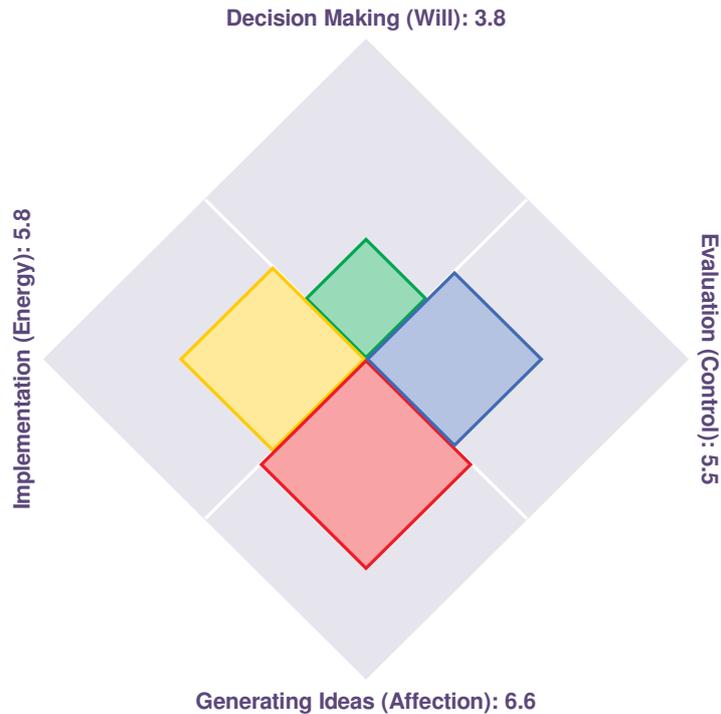
1. The Work Cycle – this section describes your fundamental approach to solving problems when they arise. It shows:
 - 1.1. How you appear to other people
 - Your natural style based on your Facet5 profile and
 - The way that other people see you working.
 - 1.2. The Team Comparison
 - How the team compares 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: Sample



Natural Style

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

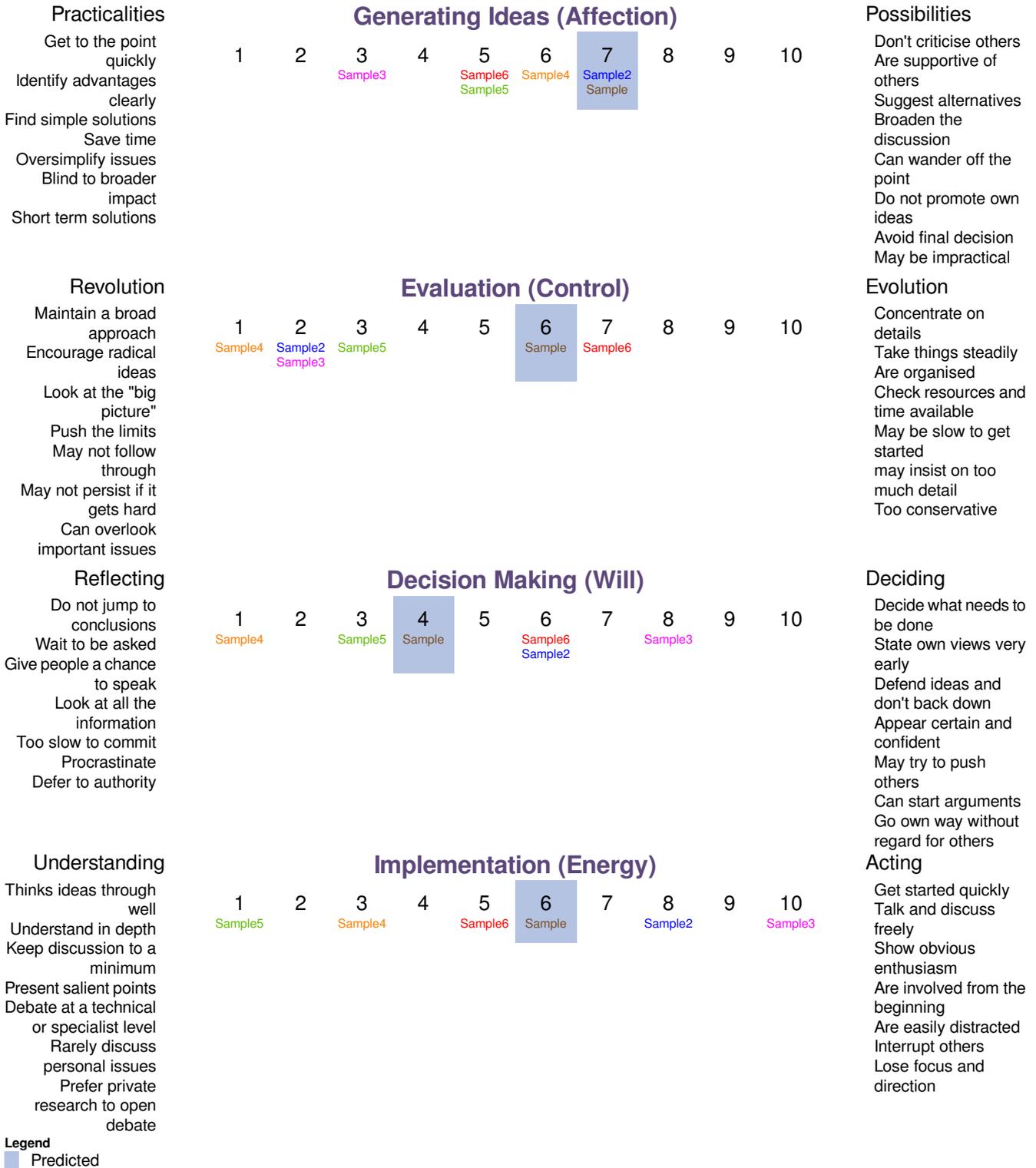
- actively seeks consensus
- willingly tries out new and radical ideas
- supports other people's ideas
- enthusiastic
- talks widely about issues not necessarily directly relevant

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

- lack of personal conviction
- interrupts inappropriately
- impractical

Work Cycle: Team Comparison

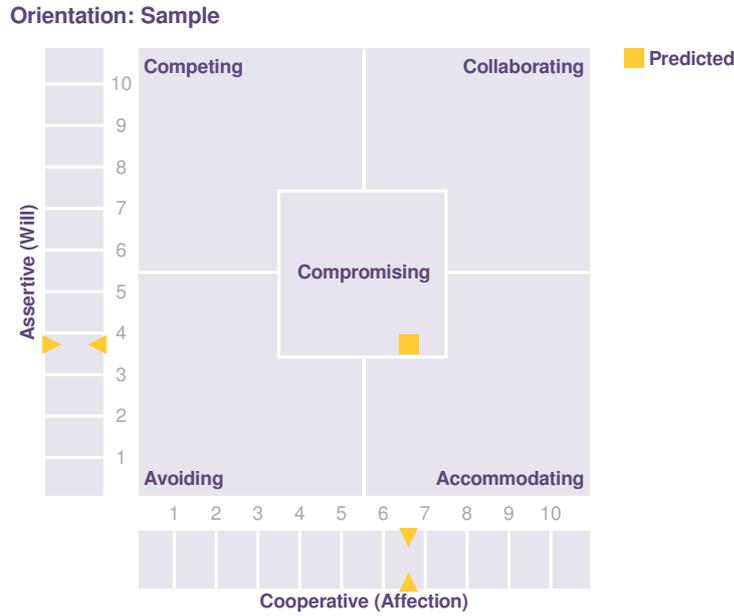
The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work.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



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.



Sample

Rarely expresses own views, Focuses on others needs but not totally self sacrificing.

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

Tactics



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

Sample

Will be aware of and apply rules and processes as appropriate. Gets involved.

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

Proportionality



Over-react

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

Sample

Maintains a balanced view. Keeps things in proportion.

May be seen to:

- * avoid argument unless seriously challenged
- * discuss issues and involve people as appropriate
- * focus on other people but not totally selfless
- * apply process as and when required

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