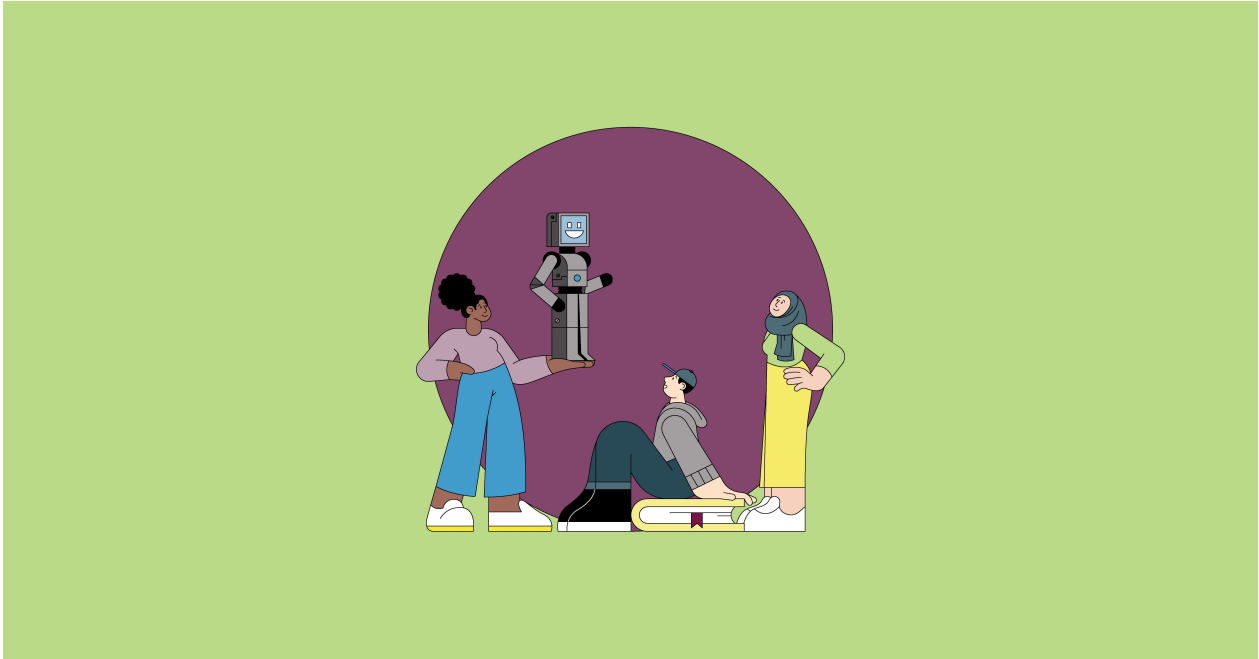


# TEAM STRENGTHS REPORT



## Group Profile

### This report describes:

The summary of the team strengths of this group of team members:

1. Betty Carrell
2. Darren Spencer
3. Olivia Coleman

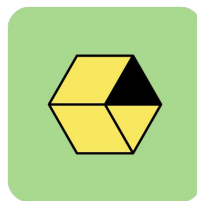
The report covers four key areas of potential team strengths:



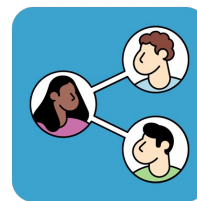
IDEA



THOUGHT



ACTION



INFLUENCE



## UNDERSTANDING THIS REPORT

### Introduction

This report helps you to understand the combination of styles and areas of strength within a team. The report describes the spread of team strengths that the group can bring to a team when working together. These team strengths are represented by four key dimensions of team work, identified by our expertise on personalities at work. The report is designed to help you understand the strengths that the team may demonstrate, given the combination of the roles represented by the group.

The results in this report were generated from responses to the Criterion Personality Questionnaire. Each individual's responses were compared with a large, diverse group of individuals comprising the comparison group, before being presented alongside all group member's scores to allow for comparison.

### Important points

When reading this report, please remember the following points:

- **Personality is not fixed** – it may vary over time, change through training/ development, or simply vary depending on the situation.
- There are **no rights or wrongs**. The scores do not measure ability, skills, capability or competence. They are merely indications of preferences or typical styles of behaviour.
- The questionnaire is **very reliable but is not infallible**.
- The profile is intended to clarify **self-perceptions** – it does not provide an objective measure.
- For further interpretation of the group's profile, you should seek the advice of a trained platform user.
- These results **must be kept within the boundaries of confidentiality** agreed with the group.
- The results must not be used for any purpose other than that agreed with the group.
- These results **must be kept securely** and not retained beyond the period agreed with the group.

### Further information about individual team members

Further reports can be downloaded for individual members of this group, which provide additional information about their personality:

- **Team Strengths report** – Describes the strengths of an individual team member in greater detail than this group profile report.
- **Personal feedback report** – Provides individuals with detailed feedback on their preferred style and how this might affect their approach to work.
- **Sales report** – Indicates how the individual might perform in a sales role.
- **Leadership report** – Uses Clevry's Leadership model to illustrate likely strengths and development needs in a Leadership role.

# TEAM STRENGTHS

This report outlines the roles the members of the group are most likely to adopt as part of a team. Clevry's research and expertise on people at work has identified that there are eight roles we may adopt as part of a team, which fall within four broad quadrants.



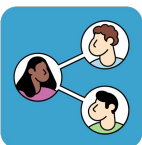
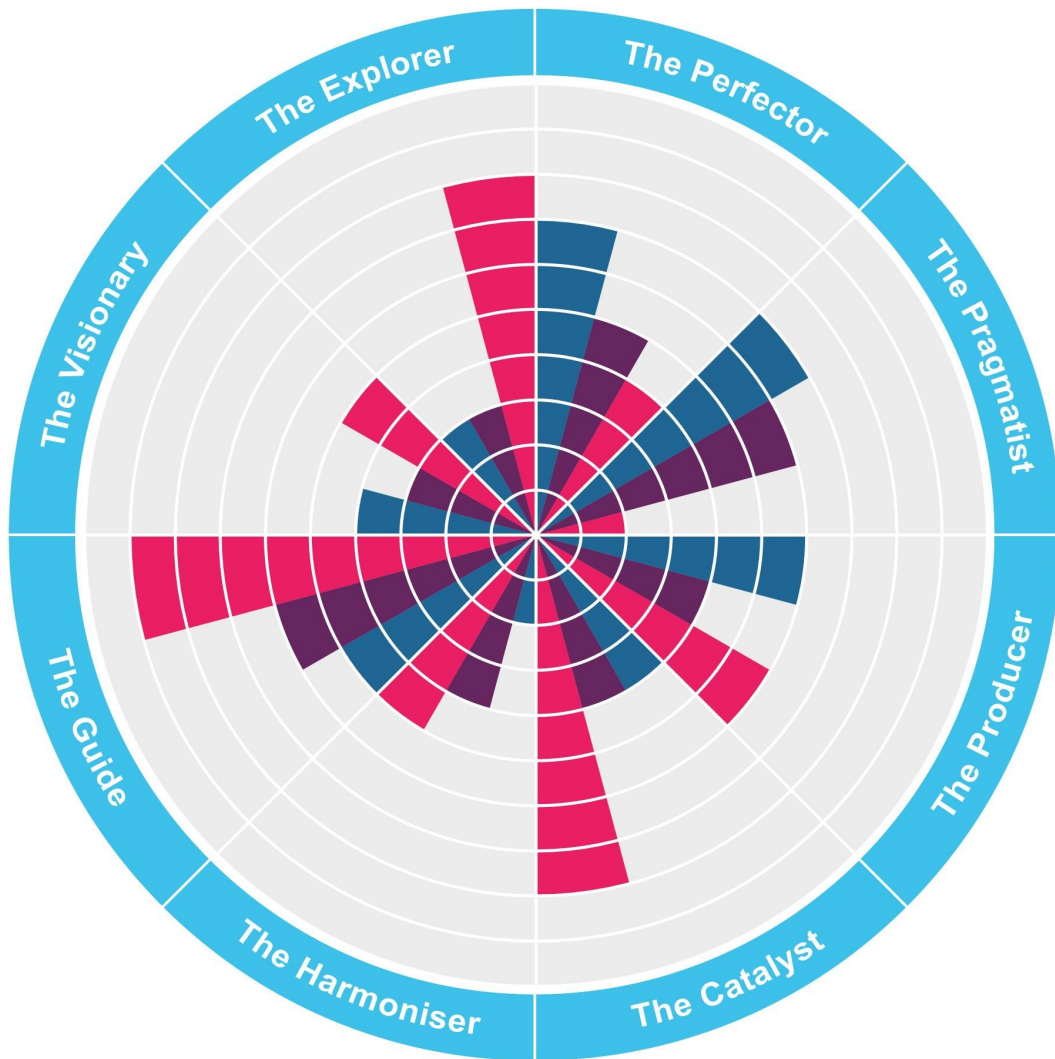
## Idea

Relates to roles within the team that focus on creating a vision, brainstorming and pulling the design of a plan together at the start of a project.



## Thought

Relates to roles within the team that focus on detail and practicalities. Provides a discerning eye to ensure high standards.



## Influence

Relates to roles where the focus is on interactions with others. Providing a centre of interest to the team, offering support and guidance and helping to keep the peace.



## Action

Relates to roles where the focus is on bringing ideas into action, and initiating change. Driving the team's momentum, they are reliable and effective at getting things done.

- Betty Carrell
- Darren Spencer
- Olivia Coleman

# TEAM STRENGTHS SUMMARY

This section shows the average group scores across the different Team roles.



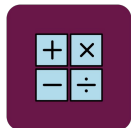
## The Visionary

Brings imagination and creativity to the team, likely to be a great source of new ideas. Takes a logical approach and tends to be an innovative problem solver.



## The Explorer

Enthusiastic and positive pursuer of opportunities. Has a talent for networking and multitasking, involving themselves in early stages of lots of projects.



## The Perfectionist

Highly conscientious, considers the concrete practicalities of a project. Perfects details of work others may overlook, and takes their time to make decisions.



## The Pragmatist

Logical by nature, takes a rational approach to solving problems. Tends to ponder issues from a theoretical perspective, and offers discerning, impartial opinions.



## The Producer

Turns ideas into action. Practically minded, they focus on the operational specifics of enabling the team to achieve their goals.



## The Catalyst

Thrives under pressure and brings the competitive drive to the team. A dominant force within the group, they help keep momentum high through difficult times.



## The Harmoniser

Social and considerate, their focus is on creating harmony in the group. Cooperative by nature, they value creating personal connections within the team.



## The Guide

Confident and influential member of the team, good at guiding the team to decisions and recognising strengths in others.

