

Talent Q Dimensions




Dimensions Report

Date of Report: **06/04/2017**


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Also Recommended: Team Profile

Who could use components of this report:

-  HR professionals
-  Trained practitioners
-  Coaches

What can components of this report be used for:

-  Team development

Composite Team Report

This report allows the Dimensions Team Reports for a range of individuals within a team to be examined collectively. The report examines the extent to which the team and individuals within it have a preference for acting in each of eight team roles, essentially the key areas of activity that any team has to undertake in order to achieve its goals.

The Team Report for each individual is also summarised at the end of this report, identifying each person's personal strengths and development areas when operating in a team environment. The most powerful use of the report, however, is using the combined results across the whole group to assist team development or the impact of new members on an existing team.

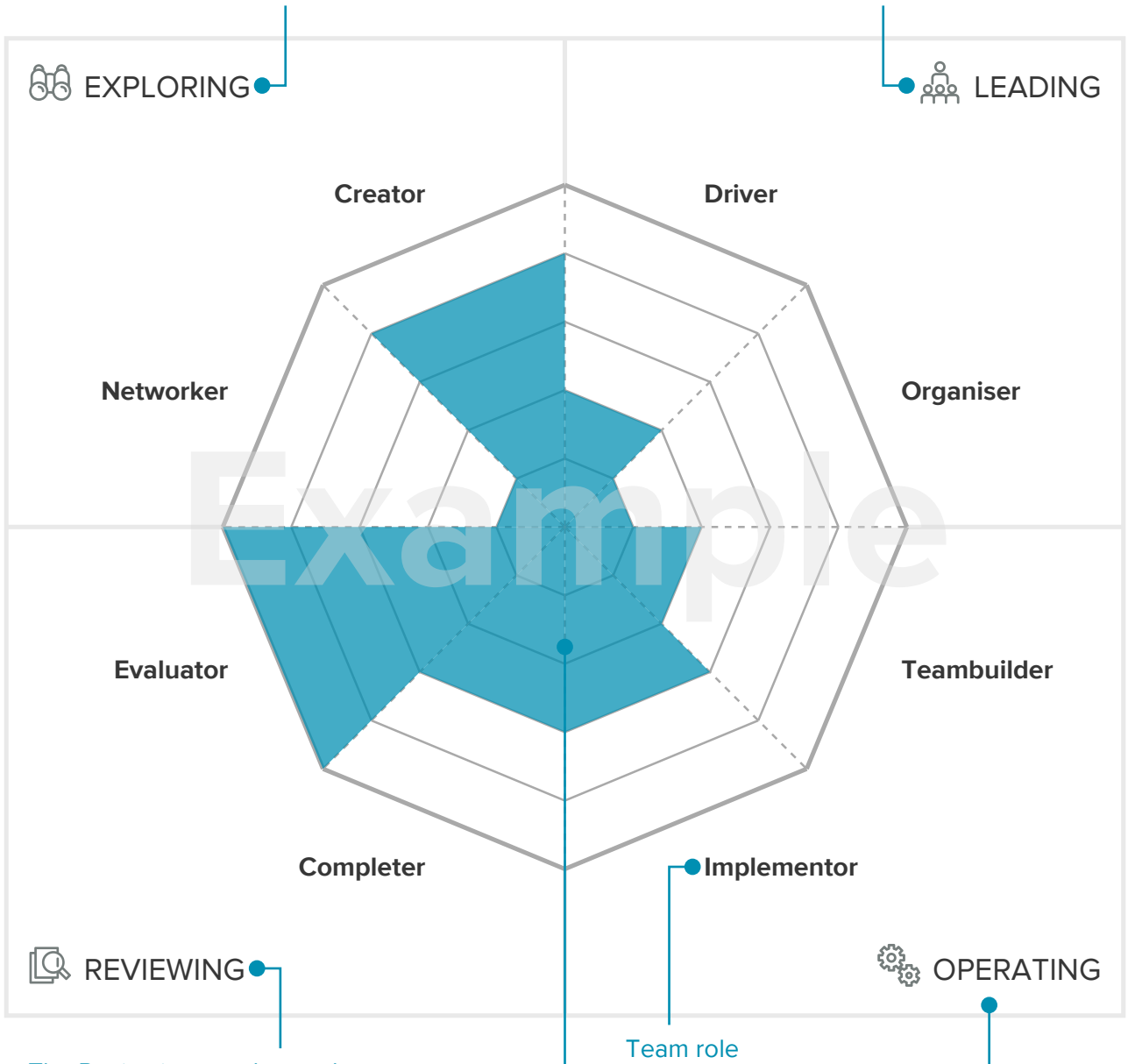
Understanding how to use this report

The **average** level of preference across the team indicates the typical level of comfort in each role across the group, revealing general strengths and development areas.

The **maximum** level of preference across the team indicates the optimum distribution of roles across the team, given the existing individual preferences. The individuals most comfortable in each area are identified, indicating which individuals are most comfortable in each team role. It is also important to consider other factors in this regard, such as expertise, experience and seniority of different team members.

The top-left quadrant, Exploring, relates to networking outside the team and creating new ideas and approaches.

Leading relates to driving the team forward to achieve its goals and organising the team to enable this.

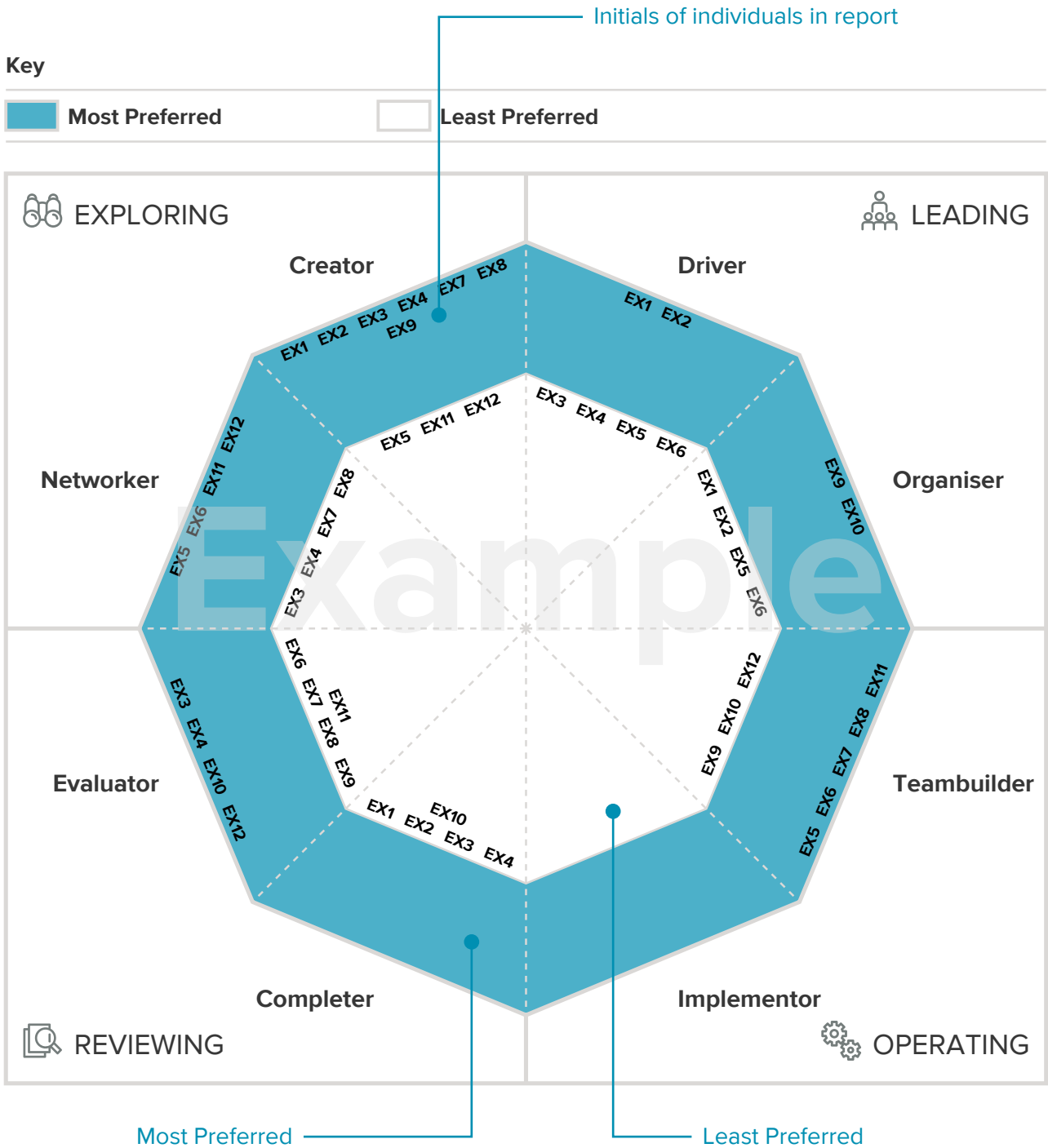


The Reviewing quadrant relates to completing key activities as required and evaluating the effectiveness of the group and its methods.

The Operating quadrant relates to team-building to ensure the team is working cohesively together and the actual implementation of key activities.

Understanding how to use this report (continued)

The chart showing how scores are **distributed** across the team reveals potential group dynamics, likely complementarities or sources of potential conflict. For instance, two team members who are both enthusiastic Drivers may benefit from understanding this and learning to give each other reasonable opportunity to take the lead. Similarly, an individual who has a strong preference for acting as a Creator, generating new ideas, but a low preference for acting as an implementer, putting things into practice, is likely to have differences of opinion on how to pursue goals compared with a colleague with opposing preferences, unless they develop a strong working partnership valuing and drawing on these differences.

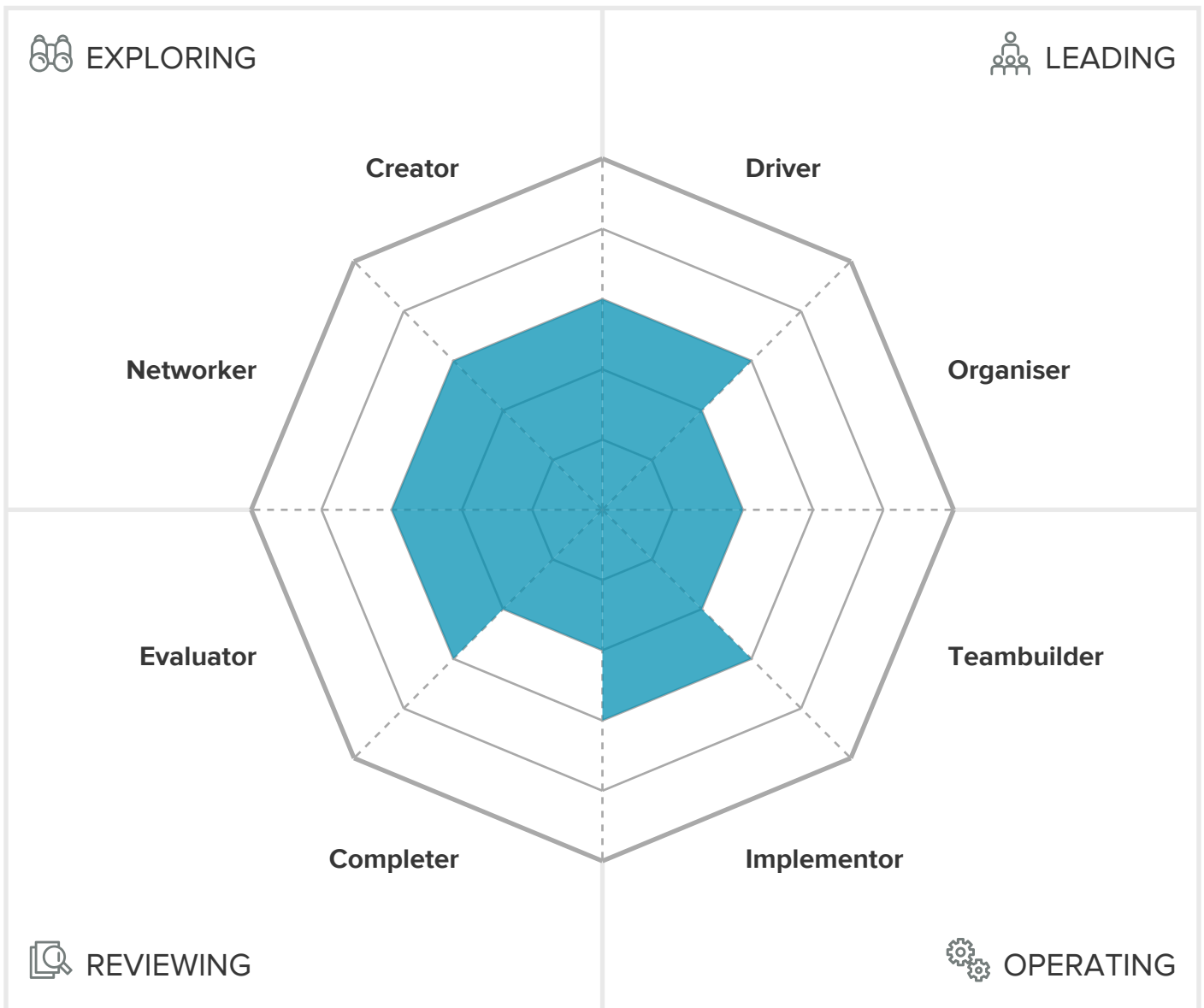


Candidates included in this report:

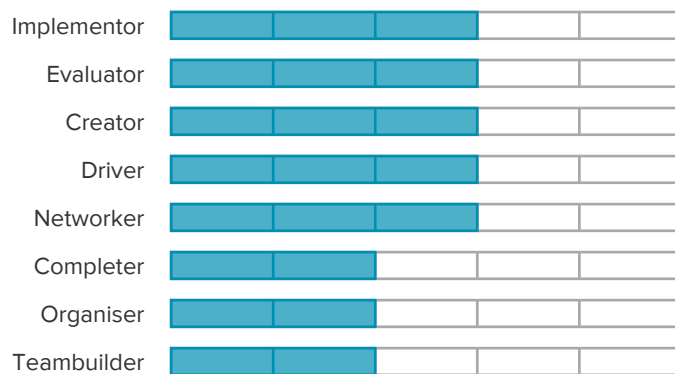
Name	Initials	Completed date	Language
Ali Example	AE	24/02/2016	English (UK)
Dave Campbell	DC	11/02/2017	English (UK)
Erik Christensen	EC	15/01/2017	English (UK)
Jan Peeters	JP	15/01/2017	English (UK)
Jon Williams	JW	17/02/2017	English (UK)
Julia Sweeney	JS	13/01/2017	English (UK)
Maria Ortega	MO	13/01/2017	English (UK)
Peter Mitchell	PM	15/01/2017	English (UK)
Sinead McGregor	SM	15/01/2017	English (UK)
Susan Anderson	SA	14/01/2017	English (UK)
Trevor Martin	TM	13/01/2017	English (UK)

Composite Team Profile - Average

The chart illustrates the roles that are most and least preferred by the team on average. This illustrates the average (mean) level of preference within the group to engage in each area of activity.

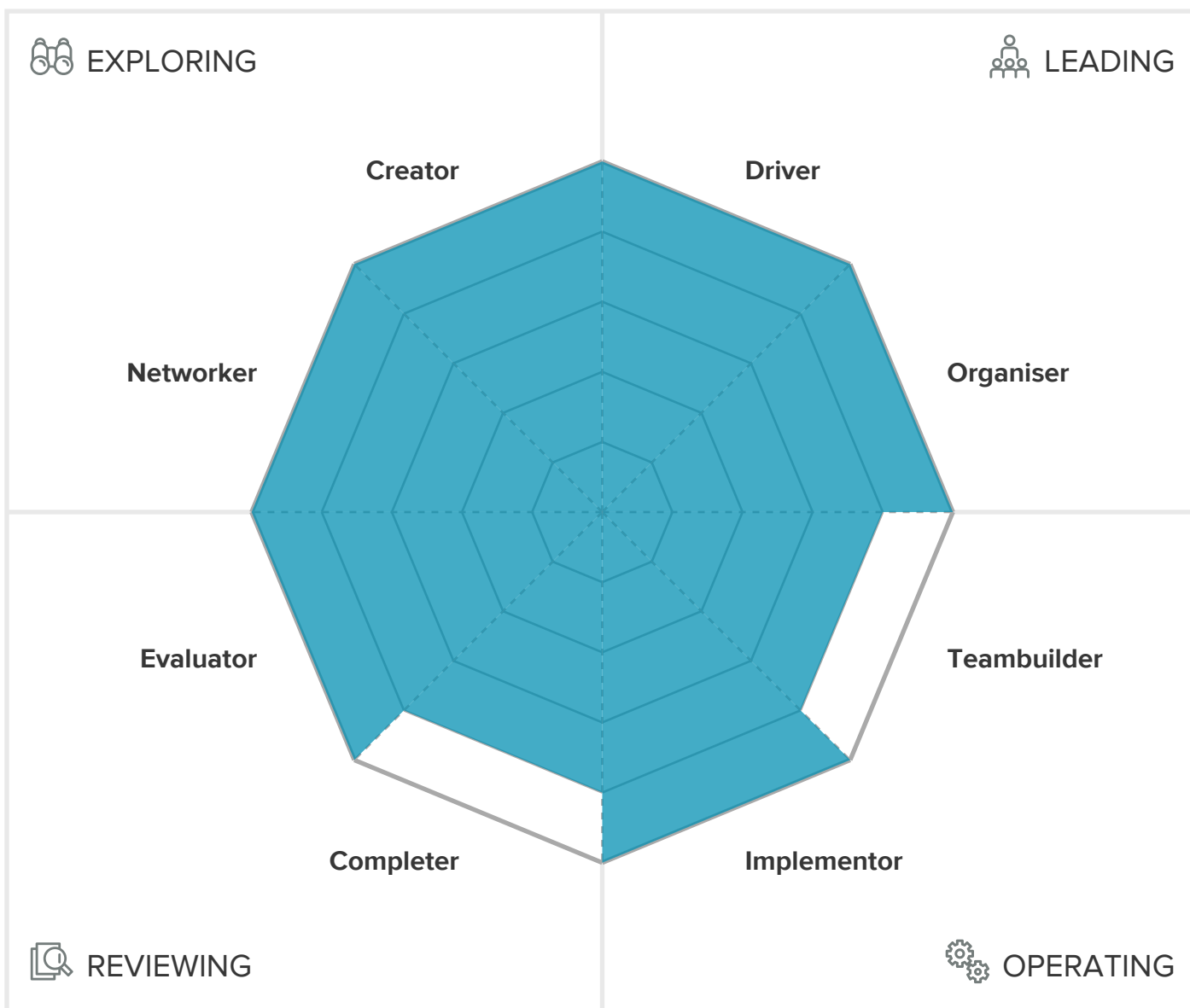


Average Ranked Team Types



Composite Team Profile - Maximum

This chart shows the highest level of preference from one or more individuals in the team. This report indicates the potential for the team to operate in each area of activity within their existing span of preferences across the group.



Maximum Ranked Team Types

Creator		Jon Williams
Evaluator		Ali Example
Implementor		Erik Christensen
Networker		Jon Williams
Driver		Maria Ortega
Organiser		Jan Peeters
Teambuilder		Jon Williams
Completer		Dave Campbell

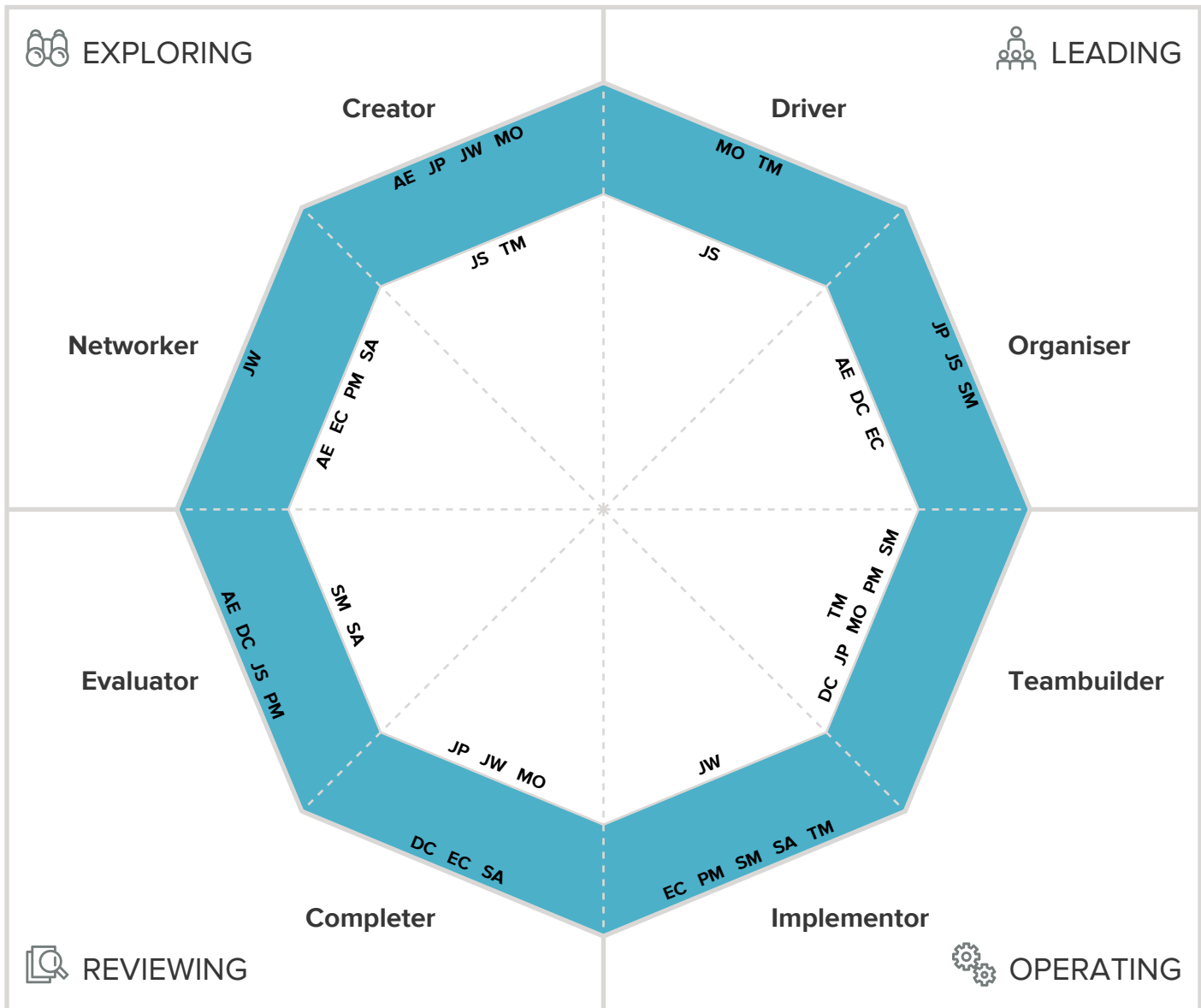
Composite Team Profile – Distribution of Styles

The composite team profile showing the distribution of team preferences in the group is shown below. The chart shows the most and least preferred roles by the team member. The key below indicates the respondent's name against their initials.

Key

Most Preferred

Least Preferred



Ali Example	AE	Dave Campbell	DC
Erik Christensen	EC	Jan Peeters	JP
Jon Williams	JW	Julia Sweeney	JS
Maria Ortega	MO	Peter Mitchell	PM
Sinead McGregor	SM	Susan Anderson	SA
Trevor Martin	TM		

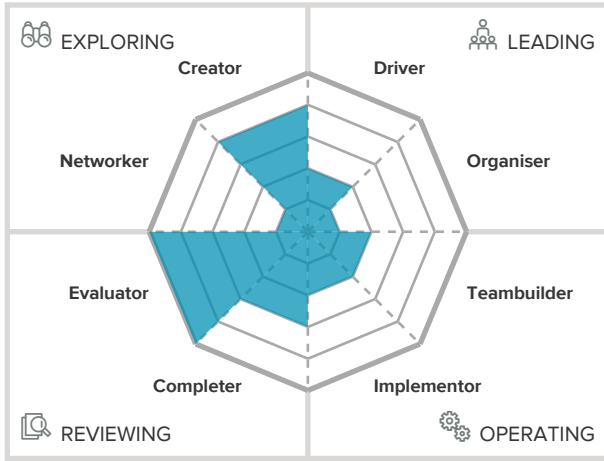
Composite Team Profile - Distribution of Styles (continued)

Team Role	Most Preferred	Least Preferred
Networker	Jon Williams	Ali Example Erik Christensen Peter Mitchell Susan Anderson
Creator	Ali Example Jan Peeters Jon Williams Maria Ortega	Julia Sweeney Trevor Martin
Driver	Maria Ortega Trevor Martin	Julia Sweeney
Organiser	Jan Peeters Julia Sweeney Sinead McGregor	Ali Example Dave Campbell Erik Christensen
Teambuilder		Dave Campbell Jan Peeters Maria Ortega Peter Mitchell Sinead McGregor Trevor Martin
Implementor	Erik Christensen Peter Mitchell Sinead McGregor Susan Anderson Trevor Martin	Jon Williams
Completer	Dave Campbell Erik Christensen Susan Anderson	Jan Peeters Jon Williams Maria Ortega
Evaluator	Ali Example Dave Campbell Julia Sweeney Peter Mitchell	Sinead McGregor Susan Anderson

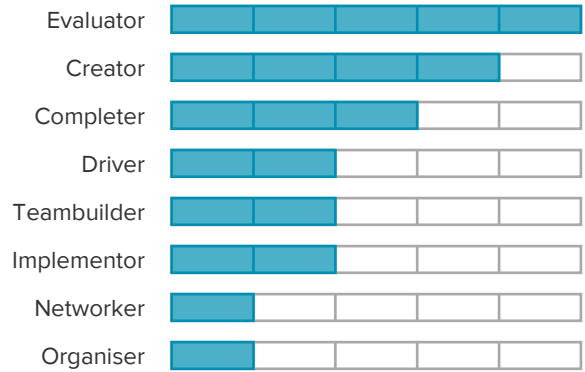
Individual Team Profiles

The following profile illustrates the roles most and least preferred by the individuals when working with others.

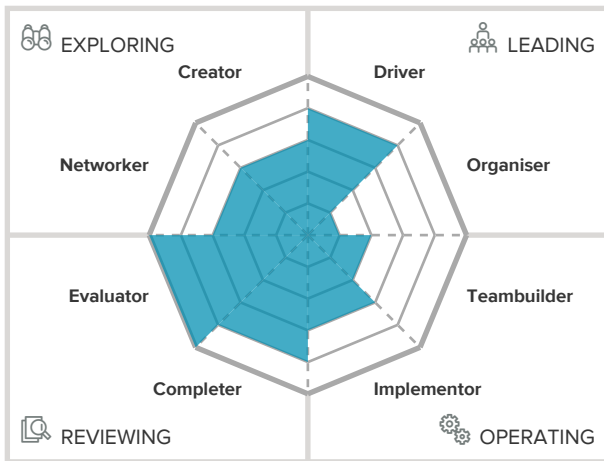
Ali Example (AE)



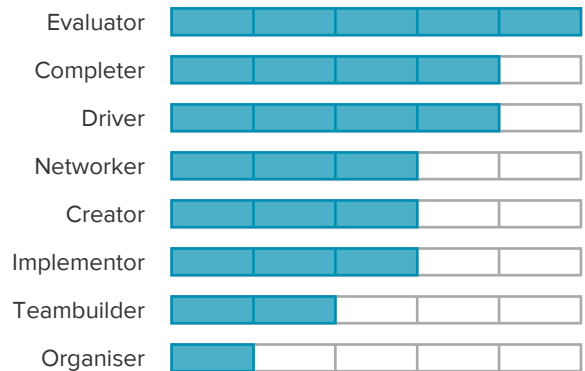
Ranked Team Types



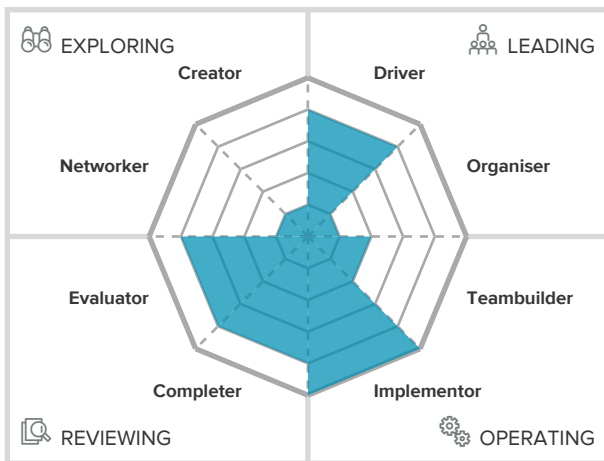
Dave Campbell (DC)



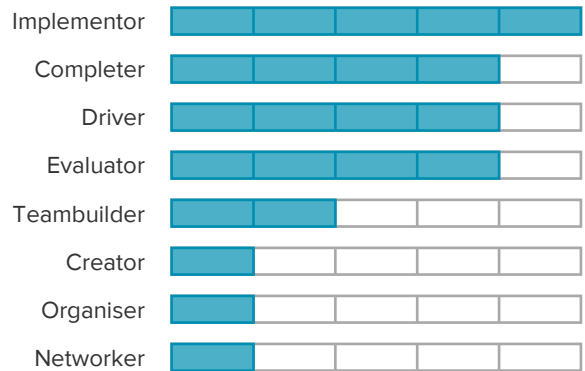
Ranked Team Types



Erik Christensen (EC)

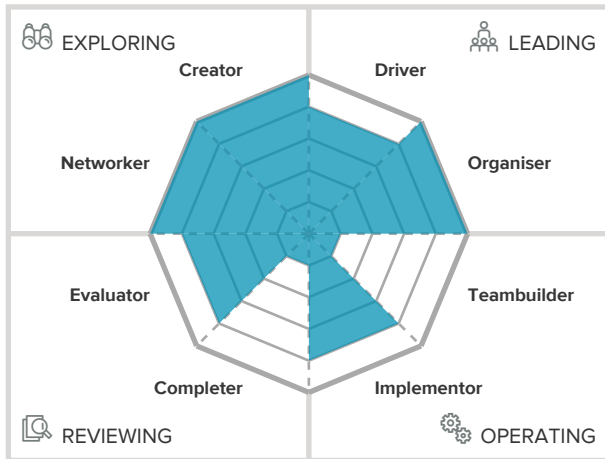


Ranked Team Types

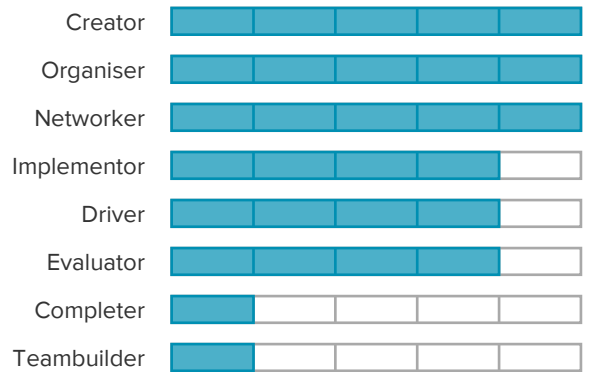


Individual Team Profiles (continued)

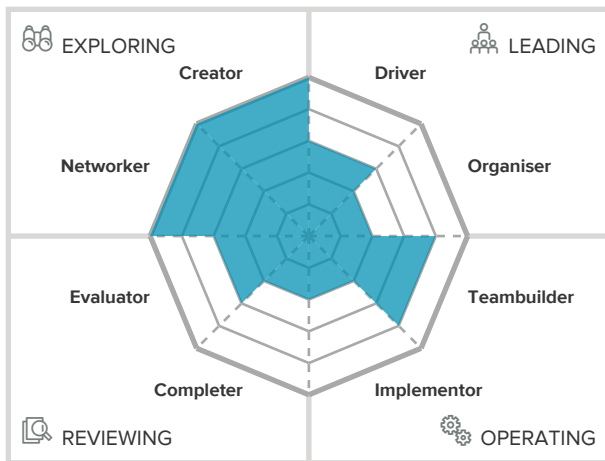
Jan Peeters (JP)



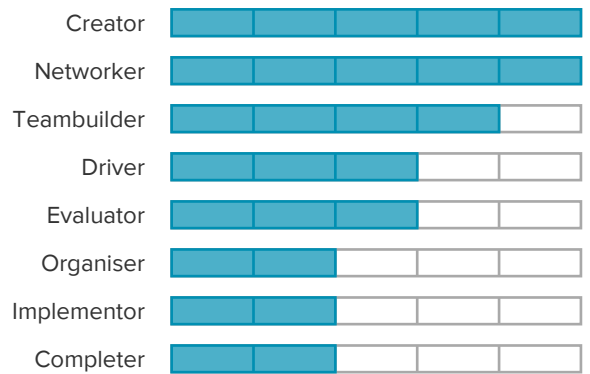
Ranked Team Types



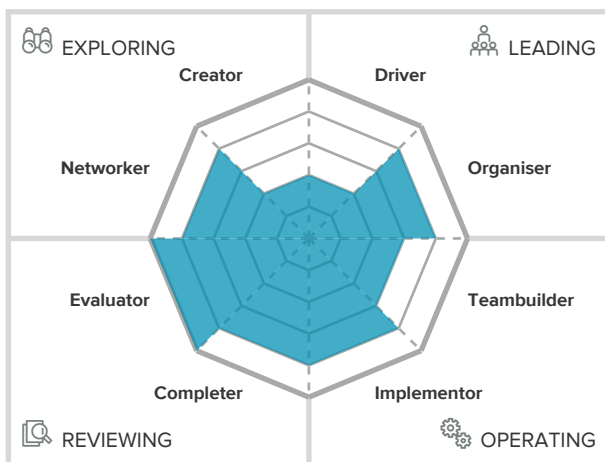
Jon Williams (JW)



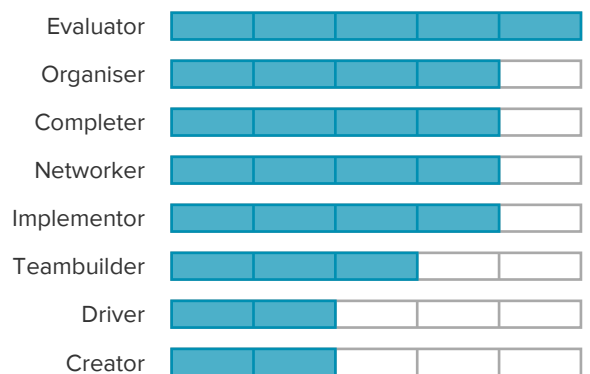
Ranked Team Types



Julia Sweeney (JS)

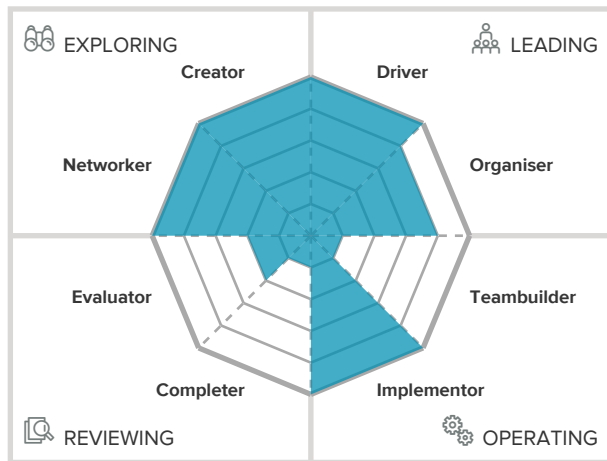


Ranked Team Types

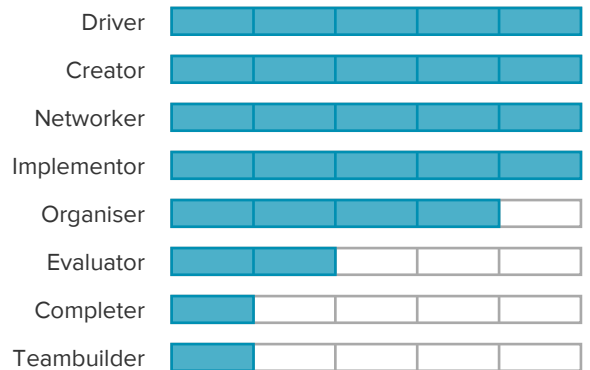


Individual Team Profiles (continued)

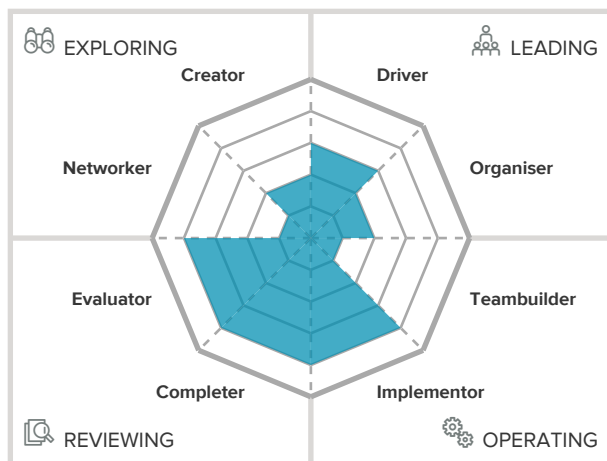
Maria Ortega (MO)



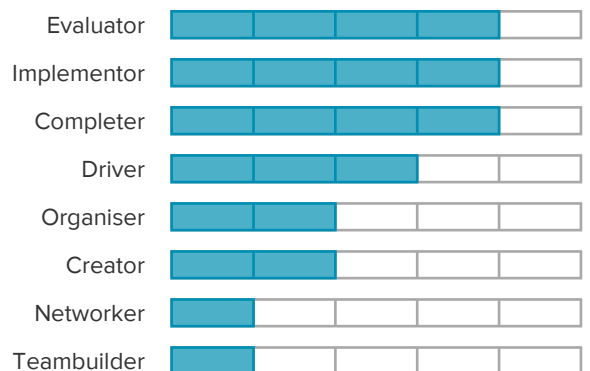
Ranked Team Types



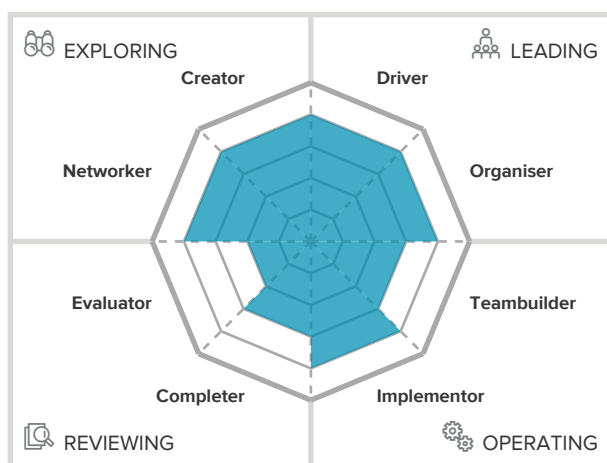
Peter Mitchell (PM)



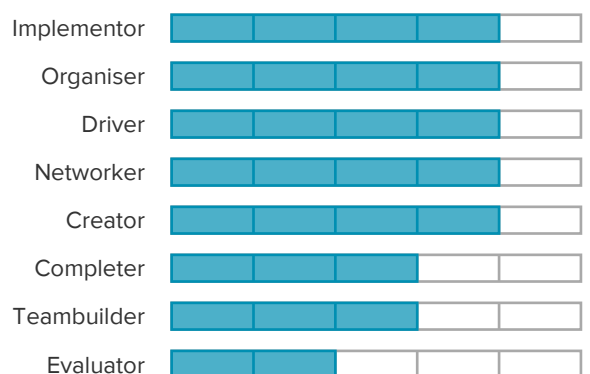
Ranked Team Types



Sinead McGregor (SM)

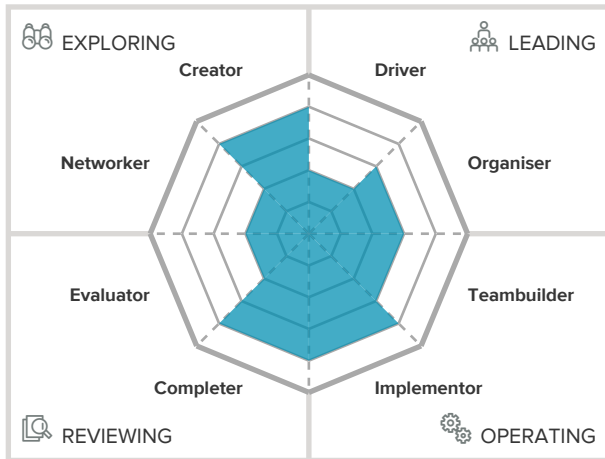


Ranked Team Types

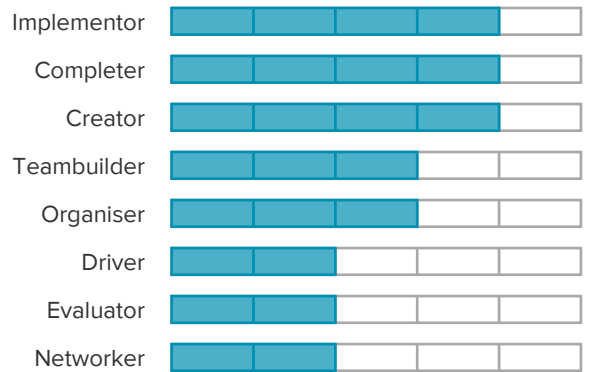


Individual Team Profiles (continued)

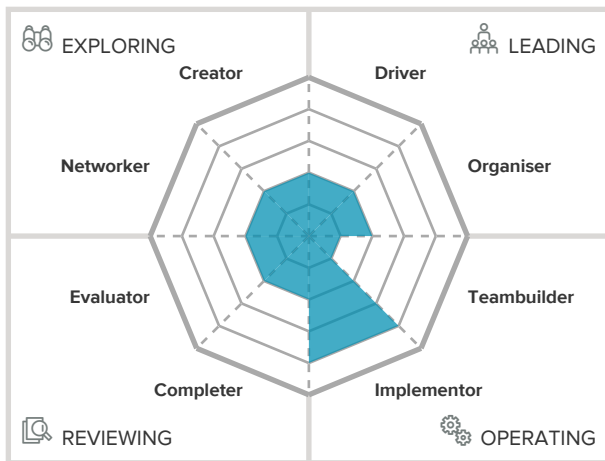
Susan Anderson (SA)



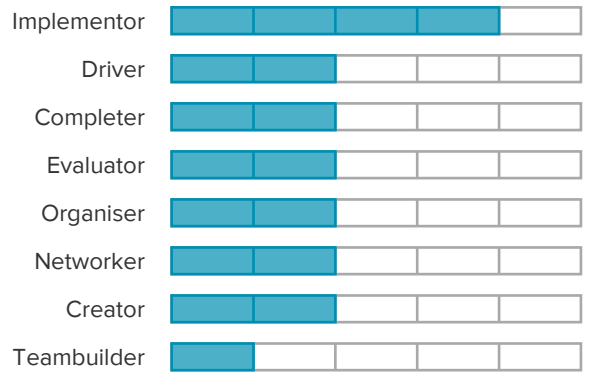
Ranked Team Types



Trevor Martin (TM)



Ranked Team Types



Team Type Glossary

This glossary describes the eight team types. This is a static glossary.

Potential Strengths

Potential Limitations

EXPLORING

Networker

Someone who knows what resources to seek outside the group, and is invaluable in making appropriate contacts.

May be over-enthusiastic at times and become easily bored if an opportunity doesn't quickly come to fruition.

Creator

Potentially the team's main source of ideas and solutions.

Can be sensitive to criticism or simply practical evaluation of their ideas; may be too engaged in their own ideas at the expense of other priorities.

LEADING

Driver

A person who 'leads from the front', who shapes the task and makes things happen; who often has a competitive edge and is also a powerful agent of change.

May come across as aggressive and impatient at times, potentially disrupting the team and failing to fully involve others.

Organiser

Someone who effectively harnesses the talents and resources of the group, coordinates its work, and believes in mutual respect.

Tend to maintain a professional distance and may come across as detached or disengaged from the rest of the group at times.

OPERATING

Teambuilder

Someone whose objective and function is to make the group feel good; and who cooperates in a cohesive and harmonious manner.

May be averse to conflict between team members; can come across as indecisive in the face of argument or disagreements.

Implementor

Someone who is good at breaking down the big ideas into a detailed operating plan, which can then be executed.

May find it difficult to change course if situations are changing rapidly and disinterested in matters not directly concerned with the team task.

REVIEWING

Completer

Is focussed on detail and completion of any task, very useful in ensuring that deadlines are met.

Tends to be quieter and less involved in generating new ideas, may seem overly anxious about keeping to the plan.

Evaluator

This person helps to bring the group to its senses with critical and objective analysis; they may prevent it from going off the rails.

Typically quiet and analytical by nature, may frustrate others by taking a back seat until the last minute when they identify issues to be addressed.



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