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team-fit

Sample Company

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John Johnson Member Report

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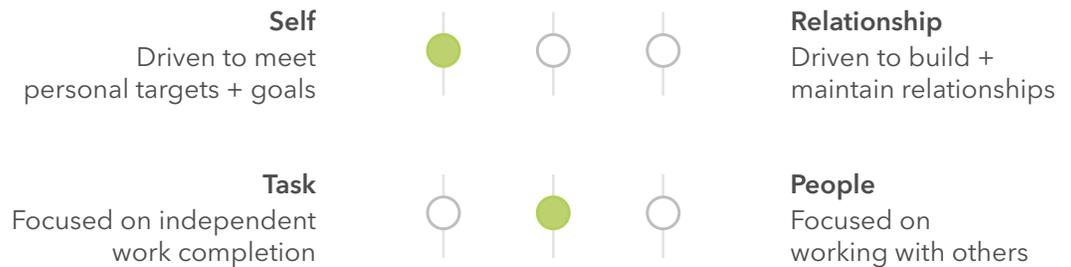
Your Team-Type: **Driver**

You are likely to be creative, innovative and provide strong leadership. When you see a task that needs completion, you excel at utilizing available resources to get the job done quickly.

You know how to leverage the skills and abilities of members of your team and tend to apply direct communication to engage your team toward a specific goal or outcome. Your communication style may be suitable for some team members, but others may require more communication involving listening, feeling, and understanding to work effectively with you.

As you are so strongly focused on the task above all else, other people may view you as tense or difficult to relate to. This can be especially true when you are under pressure, which happens often due to your tendency to be goal-driven. In these scenarios, you are likely to avoid any interruption that may get in the way of achieving your desired outcome.

When you are working toward a goal that is not in alignment with the team or organization, tension on the team could rise. When your goals and the goals of the team align, however, you are likely to be perceived as a resource to help the team achieve success.



On Your Team

Mavericks

- Akshay Sekhon
- Daniel Evans
- Jeremy Ramsey

The Maverick tends to be assertive, competitive, and motivated by winning. They are also outgoing and can easily belong to and get along with a team. People tend to view the Maverick as a strong leader, and this is especially true when the goals of the Maverick and the goals of the organization are in alignment. When alignment is lacking, the Maverick may disrupt the team.

Detailers

- Julia Rodgers
- Minnie Burns

The Detailer is introverted and focused on the task at hand. Their quiet nature supports their ability to focus on tasks and projects and helps ensure completion to specified standards. You'll notice that the Detailer's communication with others is likely to be work-related and to the point.

Diplomats

- Chelsea Lee
- Mike Scott

The Diplomat tends to be reliable, stable and co-operative. You'll likely find them listening to colleagues, and then summarizing key points and ideas to highlight the human potential that exists on the team. Relationships are very important to the Diplomat, and they are energized by encouraging individuals to contribute their strengths to the team's projects and tasks.

Chameleons

- Debbie Park

The Chameleon is a generally well-balanced, flexible individual who can contribute their strengths in a wide variety of scenarios. You may perceive the Chameleon as puzzling or hard to read, as their actions and behaviours may change in order to meet the demands of the work environment. In all situations, however, the Chameleon is famous for going with the flow.

Drivers

- James Holmes

The Driver is likely to be creative, innovative and provide strong leadership. When they see a task that needs completion, you'll find them utilizing available resources to get the job done quickly. The Driver knows how to leverage the skills and abilities of members of their team and are likely to apply direct communication to engage the team toward a specific goal or outcome.

Foragers

- Leo Chan

The Forager tends to be outgoing, relaxed and easy in the company of others. They are liked and likeable, joyful and interested in people. The Forager is known to create extensive networks of contacts who can help them access information and resources to get things done.

Harmonizers

- Archie Davis

The Harmonizer tends to be relaxed, outgoing, and aware of the social climate of their team. You'll find them chatting with colleagues, discovering common interests, and ensuring that everyone on the team is happy. Their relationships are very important to them, and they are likely to be energized by any opportunity to improve the wellbeing of their team.

Realists

- Kristen Black

The Realist tends to be reliable, task-focused, and quiet in nature. Their inward approach to work may make communication challenging at times, but their ability to focus on the task at hand is an asset to any team. The Realist notices details, and they can spot weaknesses, potential problems, and missed opportunities that may otherwise go unrecognized.

Strategists

- Mai Yamamoto

The strategist tends to be a reliable, trustworthy person who prefers stable and unchanging conditions at work. Their practical approach to work helps the team get things done. You'll find them implementing ideas and strategies by turning them into plans and operations, and they'll always be able to update the team on the exact stage a project has reached.

Communicating With Each Team-Type

Maverick



Work Focus



Team Members of this Team-Type

- Akshay Sekhon
- Daniel Evans
- Jeremy Ramsey

Overview of Working Relationship

Both the Driver and the Maverick are focused on their own agenda. This will mean that they will pursue their own goals to get the outcome they want and not necessarily the outcome sought by the team or the organization. However, they do differ in their focus on people. The Driver is less focused on people and is more likely to focus on the completion of the task to further their agenda. The Maverick is people focused and will use their people skills to gain the support of the team to achieve the outcome they want. Communications between the Driver and the Maverick will likely be competitive and based on their single-minded determination to achieve goals and objectives. Providing they both focus on the same outcome they will be effective in driving through change. So long as the organization requires that change and can utilize their individual agenda, the organization or team will benefit from their combined efforts. When the Maverick and the Driver are focused on achieving their own goals and objectives, however, tensions may arise due to the competitive nature of both types. This tension may, in turn, negatively impact team harmony and effectiveness if not managed correctly.

Opportunities to Increase Effectiveness

- The Driver and the Maverick will both benefit from meeting regularly to define shared objectives and goals.
- The Maverick can utilize their strength of motivating the team toward a specific goal.
- The Driver can drive the team to complete the tasks necessary to achieve that goal.

Detailer



Work Focus



Team Members of this Team-Type

- Julia Rodgers
- Minnie Burns

Overview of Working Relationship

The Driver and the Detailer share a similar focus on achieving goals and completing tasks. When they are in alignment in their planning, they can complete large tasks and projects. Conflict may arise, however, when the Driver wishes to push tasks and projects forward in an innovative or novel way, and the Detailer wishes to do things in an orderly manner that sticks to the procedures and rules they have established. In such a scenario, the Driver may become impatient with the Detailer and question their motives, and the Detailer may become inflexible and rule conscious in response to the pressure from the Driver. As neither has a strong focus on relationships or people, and both are focused on achieving their own goals, it is unlikely that this pair will forge a naturally effective relationship without some effort.

Opportunities to Increase Effectiveness

- Both the Driver and the Detailer will benefit from creating shared goals and objectives.
- The Detailer is most effective when they stick to the plan, and thus will benefit from the Driver communicating any changes to goals and objectives as soon as possible.
- The pair would benefit from working with a more relationship focused person to resolve any conflicts that may arise between them.

Communicating With Each Team-Type

Diplomat



Work Focus



Team Members of this Team-Type

- Chelsea Lee
- Mike Scott

Overview of Working Relationship

This combination is likely to bring benefit to the organization in most circumstances. In any project or task, the Driver can push people ahead with the work and the Diplomat can manage the effect of this working style on the relationships within the team. The Diplomat can also manage the human resources available on the team by putting the best people in the best roles to help the Driver achieve their goals. As individuals, however, they may not always see eye to eye because each has a different focus. The Diplomat is focused on relationships, especially during times of conflict, whereas the Driver is focused on the achievement of their own goals. During times of conflict, the Driver may become irritated by the Diplomat who may slow down the progression of a task or project to attend to relationship issues. Conversely, the Diplomat may take issue with the Driver who may cut corners, and thus impact other relationships on the team. The impact is that both parties can be distracted from achieving their shared and individual objectives.

Opportunities to Increase Effectiveness

- The team needs both types working together to get the most effective outcome.
- The Driver and the Diplomat can both benefit from showing appreciation for what the other brings to the team.
- The Driver can acknowledge that they see value in the Diplomat's ability to manage conflicts.
- The Diplomat can acknowledge that they appreciate how the Driver helps the team ensure task completion during times of conflict.

Chameleon



Work Focus



Team Members of this Team-Type

- Debbie Park

Overview of Working Relationship

The Chameleon and the Driver should experience a complementary working relationship. The Driver can ensure that tasks and projects get done quickly and are often motivated by filling the role of task leader. The Chameleon, by contrast, is most productive when directed. The Driver should find a co-worker who quietly and unobtrusively gets on with the task in the Chameleon. As a flexible worker who can happily take on either task or person-centered work, the Chameleon is likely to be at ease when their work is directed by a Driver.

Opportunities to Increase Effectiveness

- The Driver can provide the Chameleon with direction so that they can gain focus and work productively.
- The Driver can acknowledge that sporadic changes of direction impact the effectiveness of the Chameleon and take steps to explain changes to the Chameleon as often as possible.
- The Chameleon has the capability to adjust to change and may possibly enjoy some variety if given time to switch.

Communicating With Each Team-Type

Driver



Work Focus



Team Members of this Team-Type

- James Holmes

Overview of Working Relationship

As the Driver tends to be self-focused, assertive, competitive and to the point, two Drivers working together may become irritated or impatient with one another. This could be particularly true when both are trying to lead the task in their efforts to complete projects or achieve singular goals. In such a scenario, the Driver is likely to talk about their own goals and may not find much use in discussing the goals of the other unless they provide some benefit to their own goals. Without clear boundaries and freedom to direct tasks, there will be increased potential for conflict between them.

Opportunities to Increase Effectiveness

- Drivers working with Drivers will need to have clearly defined roles and clear operating boundaries.
- They will operate best when they are given the freedom to reach goals and complete tasks in their own way.

Forager



Work Focus



Team Members of this Team-Type

- Leo Chan

Overview of Working Relationship

The Driver and the Forager are likely to have a straightforward, effective working relationship. The Driver tends to be spontaneous, innovative, and provide strong leadership. They are motivated to work to their own agenda and achieve. The Forager is generally outgoing, relaxed, and easy in the company of others. They are liked and likeable, joyful, and interested in people. The Forager is known to create extensive networks of contacts who can help them access information and resources to get things done. The Driver is likely to recognize the usefulness of the Forager's role as the center of a network of contacts that can help them achieve their goals. The Forager will recognize the Driver's potential to achieve and will be able to add the Driver's strengths to their network and promote these strengths as a resource to the team when required.

Opportunities to Increase Effectiveness

- Communications between the Forager and the Driver will be most effective when they are regarding resource supply and demand.
- When the Driver and the Forager are aligned on the same objectives and goals, their joint impact will have an even wider positive impact.

Communicating With Each Team-Type

Harmonizer



Work Focus



Team Members of this Team-Type

- Archie Davis

Overview of Working Relationship

Although both the Driver and the Harmonizer are necessary to maintain a team that produces results and maintains good relationships, they need to consciously work together to achieve their desired outcome. For the Harmonizer it is more important that the team is cohesive and gets along than it is to achieve an outcome. For the Driver it is more important that focus is placed on completing tasks that help them achieve goals and objectives. The importance of a harmonic team for the Harmonizer and the importance of achieving a specific agenda for the Driver means that each of their individual ways of working will not always be understood or received sympathetically by the other unless there is clear discussion between the two.

Opportunities to Increase Effectiveness

- Drivers will need to listen and accommodate the value of having team harmony to achieve the team's desired outcomes.
- Harmonizers will need to listen and then discuss how the Driver's agenda can be implemented in a manner that maintains team harmony.

Realist



Work Focus



Team Members of this Team-Type

- Kristen Black

Overview of Working Relationship

If the objectives or the strategy is clear the Realist and the Driver can work well together. They are likely to understand each other well and agree with the need to get the job done even though they may have different reasons for completing tasks. The Driver may be following a personal agenda or strategy for which the task is a necessary component, whereas the Realist may be more interested in getting a task done to the best of their ability and skill without causing too much reaction. Once the Realist is clear about what is required, they will want to implement this without further discussion. If the task is unclear, however, the Realist may produce a solution which does not meet the intended plan. In these situations, the Driver could become frustrated because the task may need to be redone and thus time is wasted.

Opportunities to Increase Effectiveness

- The realist needs to clarify what they understand needs to be done before the task or project begins.
- The Driver need to be clear about objectives and what is required to meet those objectives.
- Overall, communication between the Realist and the Driver needs to be clear, unambiguous, and linked to agreed-upon outcomes.

Communicating With Each Team-Type

Strategist



Work Focus

Self	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Relationship
Task	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	People

Team Members of this Team-Type

- Mai Yamamoto

Overview of Working Relationship

While both the Driver and the Strategist share a focus on task completion, their working styles differ when it comes to their preferences for stability and harmonious relationships. The Driver is focused on completing the task at hand as quickly as possible, using novel methods that may not consider rules or conventions. Under pressure, and because of their drive and energy they may put themselves under pressure frequently, the Driver may attempt to use persuasion to drive others to achieve goals and objectives. The Strategist tends to like stable and unchanging conditions at work. Without a stable work environment, the Strategist may struggle to complete the task at hand in the time frame the Driver has specified. This struggle can be heightened when the Strategist wants to be seen doing the right thing, or when they are seeking acceptance from the team, and the Driver is pushing them forward on a task that may threaten the Strategist's relationships. This will likely frustrate the Driver, who will tend to view the Strategist's reaction to their working style as a threat to task completion. In this scenario, tension is likely between the Driver and the Strategist, and team effectiveness is at risk.

Opportunities to Increase Effectiveness

- The Strategist is most effective when they can stick to a plan and maintain relationships.
- The Driver is most effective when they can pivot quickly and achieve goals.
- Communication will be most effective when the Driver and the Strategist are aligned on the same goal, and when the Driver can appreciate that the Strategist requires stability through communication about any changes to the scope of the goal or objective.