

Team Management Profile

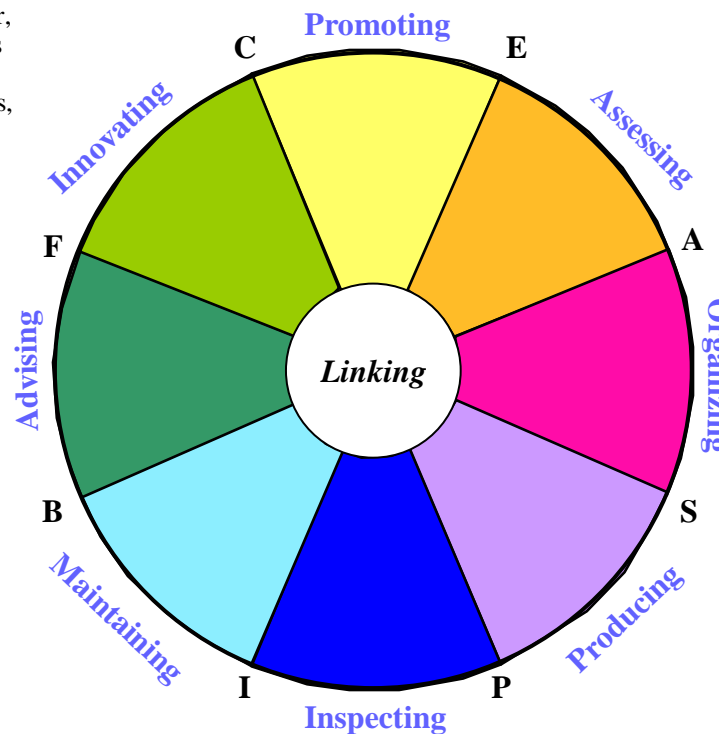
Summary of Major Role Preferences

Influential, Outgoing, Enjoys New Ideas, Good at Persuading, Spontaneous, Easily Bored, Enjoys Exciting and Stimulating Work, Likes Variety, Lots of Balls in the Air, High Energy, Knows Lots of People, Sees Big Picture, Musters Resources, Good Communicator

Imaginative, Enjoys Complexity, Problem-Solver, May Contradict and Upset Existing Ways, Likes New Research Work, Welcomes Ambiguity, Independent, Searching, May Redefine Deadlines, Tends to Work at Own Pace, Often Seen as Having Irregular Work Patterns

Generate Information, Collect Data, Knowledgeable, Well Liked, Supporter, Tolerant, Dislikes Being Rushed, May Hold Off Meetings, Patient, Usually Not Aggressive, Enjoys Discovering, Tends to "Put Off" Decisions

Strong Sense of Right and Wrong, Beliefs-Driven, Personal Values Important, Work Motivated Through Purpose, Aware of Infrastructure Needs, Loyal, Team-Oriented, Good Facilitator, Concerns for Relationships, Expresses Strong Feelings, Prefers Behind the Scenes Leadership Role



Objective, Analytical, Developer of Ideas, Builds Prototypes, Likes to Organize New Tasks, Enjoys Project Work, Action-Oriented, Dislikes Routine, Moves From Task to New Task, Pushes Ideas Forward

Results-Oriented, Well Organized, Establishes Schedules and Systems, Quick to Decide/Take Action, Consistently Moves Forward, Makes Things Happen, Will Exert Pressure

Practical, Production-Oriented, Likes Schedules and Plans, Values Effectiveness and Efficiency, Pride in Reproducing Products and Services, Time Conscious, Follows Through to Conclusion

Strong on Control, Detail-Oriented, Enjoys Precision Work, Likes to Work with Facts and Data, Inspector of Output to Assure Standards and Procedures, Low Need for People Contact, Critical of Inaccuracies, Meticulous, Quiet and Reflective, Concentrates in Depth

Team Management Profile Interaction Overview

Prefer and respond particularly well to:

- Opportunities to explore ideas
- Opportunities to express themselves
- Discussions which concentrate on possibilities and the future
- Flexible situations

Dislike and respond negatively to:

- Situations which require attention to a mass of detail
- Situations where they are continually challenged about their opinions

Prefer and respond particularly well to:

- Opportunities to explore ideas
- People who know what they are talking about and have a strong grasp of concepts
- People who understand their lack of structure

Dislike and respond negatively to:

- Tight or unreasonable deadlines
- Step-by-step thinking

Prefer and respond particularly well to:

- Flexible approaches
- Cooperation rather than confrontation
- Harmony and consensus
- Situations which allow them to express their concerns

Dislike and respond negatively to:

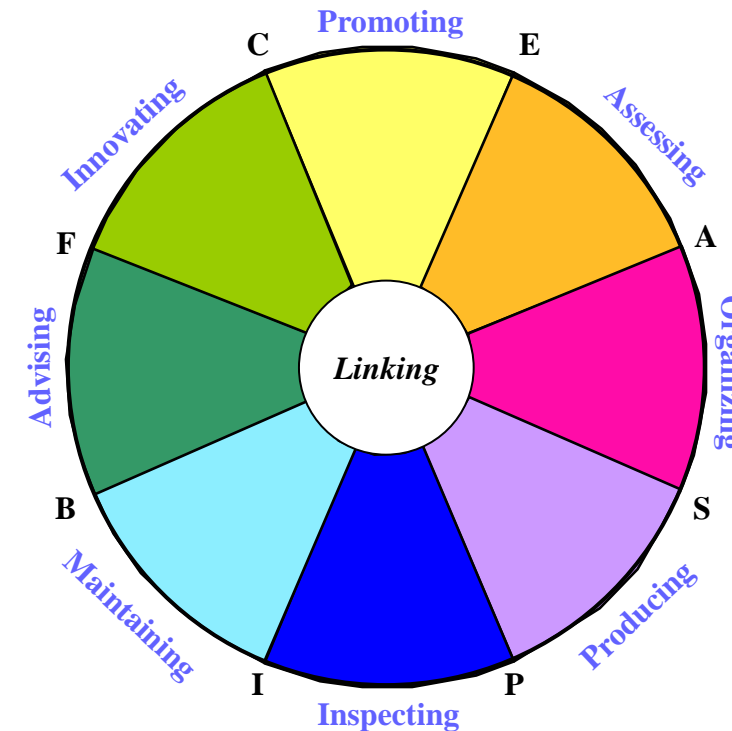
- Situations which emphasize facts at the expense of beliefs and purpose
- Situations where they are rushed and feel inadequately informed
- People who are insincere

Prefer and respond particularly well to:

- Situations where an emphasis is placed on building personal relationships
- Communications which are conceptual yet clear
- People who encourage them to talk about their problems
- People who share similar values

Dislike and respond negatively to:

- People who ignore their feelings
- People who dominate discussions
- Situations where the deeper purpose of the activity is not considered



Prefer and respond particularly well to:

- Written communications, memos, and formal agendas
- People who explain things as a system of step-by-step processes
- People who think before they speak
- Individuals who pay attention to detail

Dislike and respond negatively to:

- People who "drop in on them" unexpectedly
- Being rushed
- People who concentrate on the future at the expense of the past and present

Prefer and respond particularly well to:

- Individuals who are well-prepared
- Situations and issues which have been well or fully analyzed
- Discussions which focus on the facts
- Communications which are clear, logical, and precise

Dislike and respond negatively to:

- Situations which are speculative or vague
- Situations which do not produce a result

Prefer and respond particularly well to:

- Traditional professionalism
- Discussions which focus on facts
- Goals, targets, deadlines, milestones, and punctuality
- People who make things happen
- Action summaries

Dislike and respond negatively to:

- Criticisms of their style rather than their performance
- Discussions which ignore facts
- People who don't stick to the point

Prefer and respond particularly well to:

- Emphasis on structure and procedures
- Advance notification of any proposed changes
- Deadlines and results

Dislike and respond negatively to:

- People who they think cannot make up their minds
- Tasks for which they can see no practical application

– *Team Management Profile - Measures of Work Preference* –

