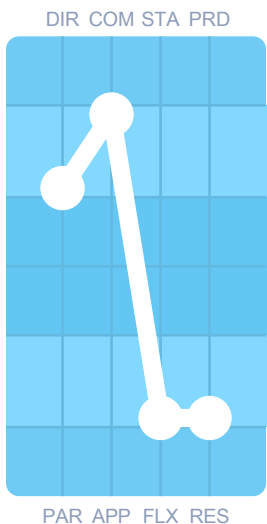
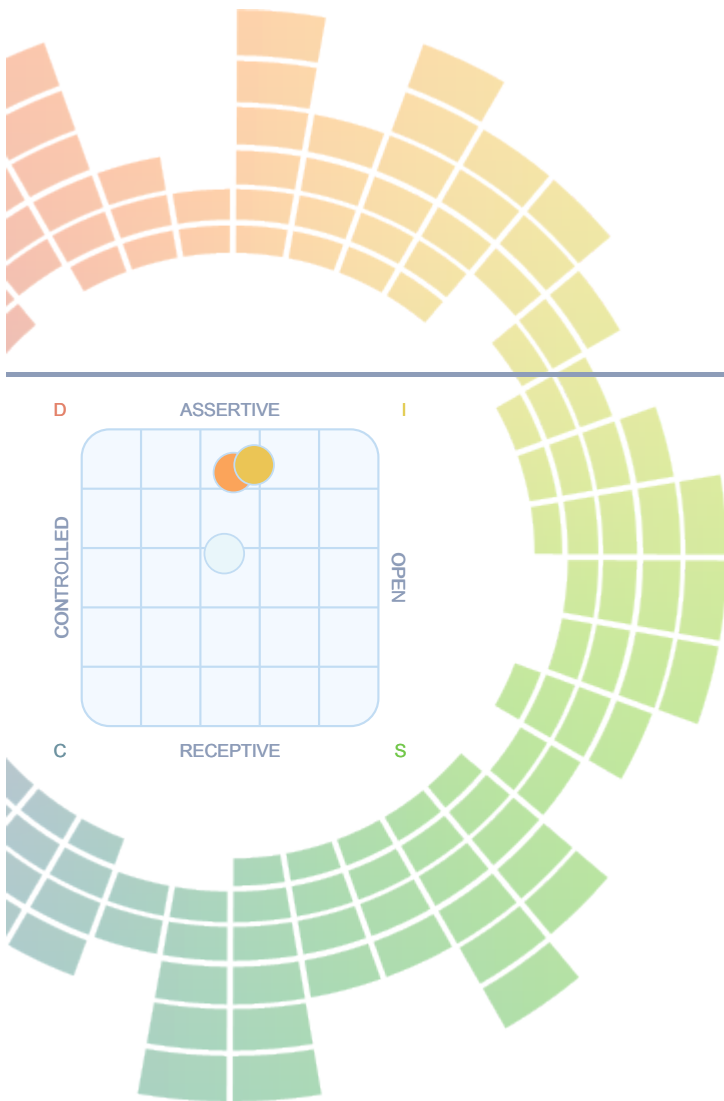


Report prepared by Kim Parkin
on behalf of Corporate Compass

Key Consulting

Report produced
Tue 12 March 2019



Category	General
Team Style	Directed Communicative (Flexible Unstructured)
Leader	None
Members	3
Unique Relationships	3
Unique Viewpoints	6

PRIVATE AND CONFIDENTIAL

Any purely behavioral tool should never be used to make a recruitment or redeployment decision unsupported by other techniques such as interviewing.

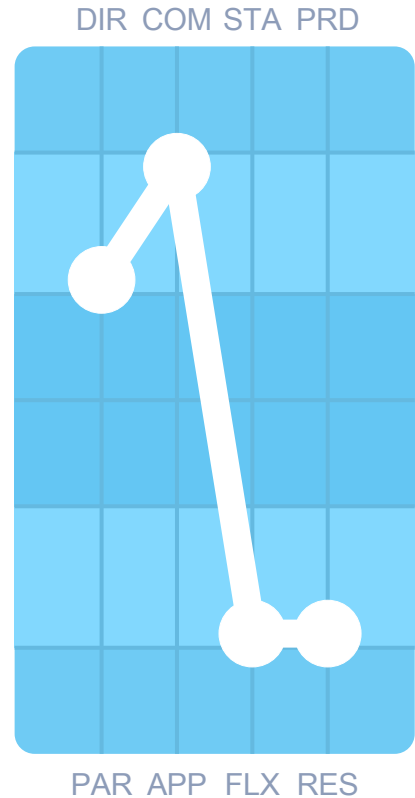
Team Analysis

Team Profile

The Team Profile provides an overview of the general style of a team. The four factors shown are similar, and related, to the four factors on an ordinary DISC graph. Unlike a traditional DISC profile, the Team Profile also emphasizes the opposites of these main factors.

Key to Factors

DIR	Direction	▲	67%
COM	Communication	▲	83%
STA	Stability	▼	17%
PRD	Productivity	▼	17%
PAR	Participation	●	33%
APP	Application	▼	17%
FLX	Flexibility	▲	83%
RES	Resourcefulness	▲	83%



Team Structure

This is a team with reserves of determination and resourcefulness, which also represents a strongly communicative membership. Opportunistic and risk-taking, a team like this is ideally suited to high-pressure situations, where members need to think quickly and react to rapidly changing circumstances. Members will typically have a strong sense of their goals or targets, and possess the motivation to reach them.

There is, however, little suggestion of planning ability or concern for accuracy and detail among this team's membership, and so it is likely to function less well in a strategic role, or one in which long-term considerations are of primary importance.

Team Style	● Directed Communicative (Flexible Unstructured)
Leader	None
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Unique Relationships	3
Unique Viewpoints	6

Team Keynotes

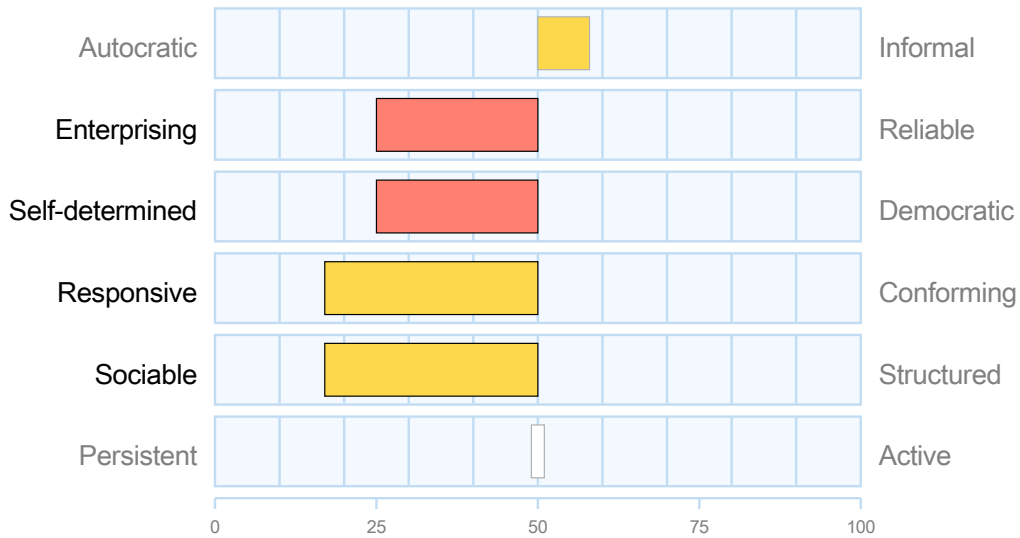
- A determined and resourceful team.
- Members are both assertive and self-confident, able to take charge of situations.
- Planning or caution are not heavily represented.

Key Team Dynamics

- The dynamics of this team include an emphasis on open and animated interpersonal communication. Examples of enthusiastic and expressive communication will be common within the team, and this will likely lend the team as a whole an informal style in which members interact in a positive manner.
- There may be areas within this team where a little more self-control by members would be appropriate. An bright, outgoing attitude is common among the members of the team, as is a willingness to explore new ideas and concepts enthusiastically. In itself, this tendency is a positive one, especially in teams whose function is to operate creatively, but members' delight in sheer originality or novelty must be tempered by more practical requirements if the team is to be productive.
- There is a dynamic at work within this team that may lead to frustration and impatience on the parts of certain members. These are members who have a need to achieve results quickly, and dislike delay and prevarication. Equally, however, the team contains members who enjoy communication for its own sake, and tend not to place so much emphasis on practical matters.
- There is a suggestion in this analysis that there may be a need to investigate the levels of discipline within the team. One team dynamic, in particular, shows that there may be a tendency to ignore procedure or show disinterest in established guidelines in order to complete tasks as quickly as possible.
- There is a suggestion in this analysis that at least some of the members of the group will have difficulty applying themselves consistently to the team's goals. There is a convergence of independently minded, informal styles here, in conjunction with socially open types interested in developing friendships with other team members. This means that the team will need strong direction if it is to remain effectively targeted.

Team Subfactors

Team Subfactors are values calculated from the factors in the team profile that reveal some of the most important features and tendencies within the team structure.



Important subfactors in this team are **Enterprise**, **Self-determination**, **Responsiveness** and **Sociability**.

Enterprise

Teams showing Enterprise are quick to take advantage of opportunities; their members are generally assertive and rather intuitive, and will often act from instinct as opposed to calm consideration. This urgent, active team style can be a significant advantage or disadvantage, depending on the team's operational needs.

Self-determination

Self-determination describes an aspect of 'political' motivation within the team. Self-determined teams operating within an organizational hierarchy, for example, will consider their position within that hierarchy and make positive efforts to develop and maintain that position.

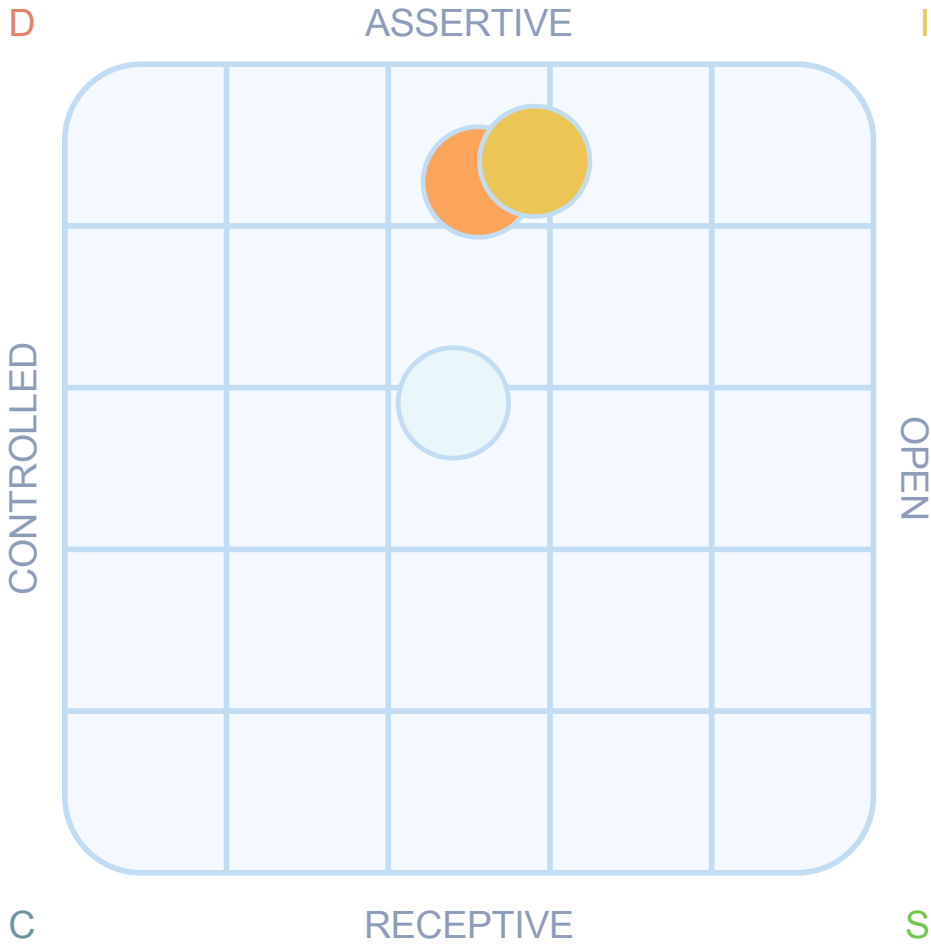
Responsiveness

A highly communicative and open Subfactor, Responsiveness applies to teams that show urgency, pace and, in particular, friendliness among their membership. Members of responsive teams are collectively strong communicators, and are ideally suited to the presentation of ideas.

Sociability

A Sociable team is one in which the relationships and personal communication between members is considered to be at least as important as more practical questions of structure and productivity. Sociable teams tend to be more cohesive than other types, and members often associate outside the team structure itself.

Style Card Team Summary



I The Style Card Team Summary provides a collective overview of the styles of individual team members, and relative situations within the Style Card model.

Because the Style Card represents individual styles as a single point; it is possible to use this method to examine the distribution of styles within a team's membership.

- Don Beeken
- Robert Craddock
- Randy Parkin

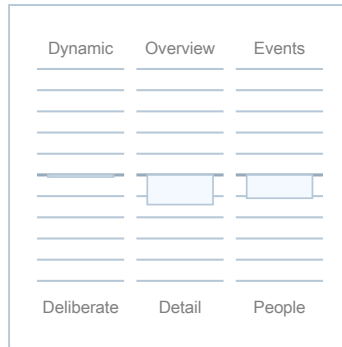
Team Role Breakdown

Balanced

Does not show a clearly defined approach to team work

Members of this type:

- Don Beeken



Key Consulting Roles

Balanced (1)

Brainstormer (1)

Energizer (1)

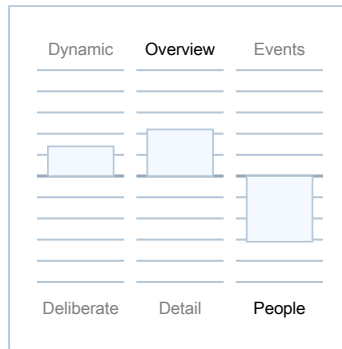
Brainstormer

Creates discussion about broad topics; helps to generate a high level consensus of understanding among members

- Generates discussion
- Builds social ties
- Explores broad concepts

Members of this type:

- Randy Parkin



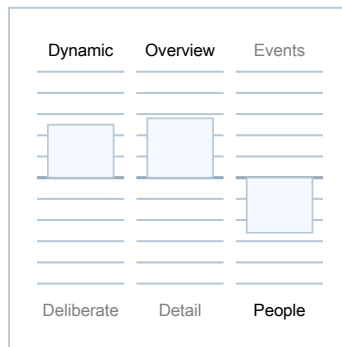
Energizer

Uses a forceful, direct and persuasive attitude to motivate the team; seeks success through competition and focus on goals

- Drives forward
- Engenders a competitive attitude
- Challenges others to succeed

Members of this type:

- Robert Craddock



Leadership Analysis

Emergent Leadership Candidates

- Robert Craddock

Robert's behavioral style lends him both direct assertiveness and a persuasive, approachable style. He will tend to use these two aspects, according to the needs of specific situations, to gain and keep the respect of other members.

- Randy Parkin

Randy's confident and expressive style will make him a popular member of the team. Engaging and articulate, Randy has a sociable nature and will enjoy the attention of other members, though his independent and rather unpredictable nature may make him less suited to leadership than he might imagine.

Team Members

This section shows the working style of each of the 3 individual members of the team. Where possible, the display also describes that member's team style in detail, but note that team style analyses are only available for members with an Enhanced report.

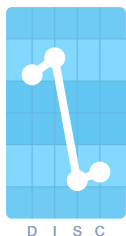
Don Beeken



Candidate profiled on Mon 16 December 2002

This member does not have an Enhanced report available. Upgrade their report style to see a summary of their team style here.

Robert Craddock



Candidate profiled on Tue 21 April 2009

Independent and confident, Robert can be expected to take on a dominant role within the team whether or not he is the 'leader' in any official capacity. There is no question that he has many advantages to bring to a team. His naturally pro-active and assertive style can be effective in getting results in the most difficult of conditions, while his more expressive and outgoing side can help to motivate and enthuse the other members of the team. To get the most from him as a team member, though, it is important to remember that he has an independent, self-reliant style, and so will need to see how his own goals mesh with those of the team as a whole.

Team Keynotes for Robert

- His exuberant and effervescent character will likely have a significant impact within the team.
- His dominant nature means that he can be expected to occupy a central role within the team.
- Properly channeled, his enthusiastic nature can help to motivate the team and drive it forward.
- He is keen to lead the team towards new and audacious approaches.
- His friendly and confident style will likely make him a popular member of the team.

Randy Parkin



Candidate profiled on Mon 24 November 2003

Randy has flexible style that is above all energetic, especially in a social sense. His strong social confidence means that not only can he be expected to integrate easily into the team, but that he will likely make a noticeable difference to the way the team operates. Randy is active and immediate, and tends to prefer to act directly than consider or plan. As such, the team as a whole can be expected to take on some of his personal flexibility and pro-active style, though the extent to which this happens will depend on the particular details of the team in question.

Team Keynotes for Randy

- Properly channeled, his enthusiastic nature can help to motivate the team and drive it forward.
- His high levels of personal energy can help to motivate the team's other members.
- He is ready to take determined action independently of the team as a whole, when he perceives a situation as requiring it.
- He can have a tendency, on occasion, to act without consulting with other members of the team.
- His friendly and confident style will likely make him a popular member of the team.