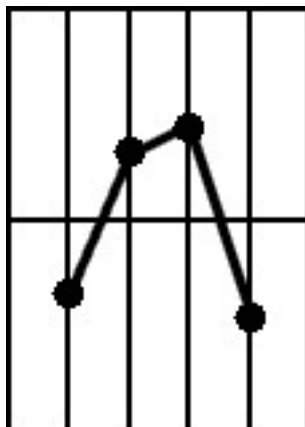


## IDEAL TEAM CULTURE



### IDEAL TEAM CULTURE

The ideal culture profile created by the organisation indicates that the requirement is for a team style that involves Anchor and Supporter/Nurturer type roles. Such a team will:

- Listen to others and generate trust.
- Persistently tie-up the loose ends and see a job through to conclusion.
- Be dependable and consistent in most situations.
- Communicate information in a non-confrontational manner.
- Provide practical advice and solutions to problems.
- Encourage people to voice their opinions.
- Develop skills in its area of competence and expertise.

### IDEAL TEAM ROLE

In order for the Ideal Team to operate successfully it is vital that at least one of each of the following team roles is represented.

#### ANCHOR

Anchor team members plan, organise and administer procedures in order to provide reliability and dependability both within and outside the group.

#### SUPPORTER/NURTURER

A Supporter/Nurturer encourages, co-operates with and provides support for others. Those in this role care for and try to help both customers and other team members.

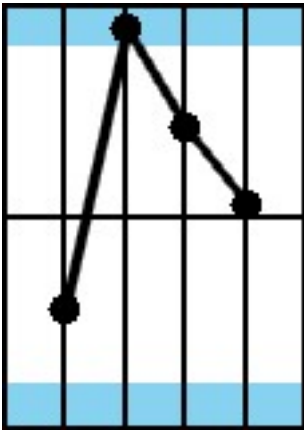
#### IDEAL TEAM LEADER

As a result of the differences between the Actual and Ideal team cultures, there is likely to be a need for a Team change process. The ideal person to lead this team through such a change is likely to be a person with a Personal Profile that matches the Ideal Culture or be competent to modify his or her behaviour in order to meet the Ideal Culture needs.

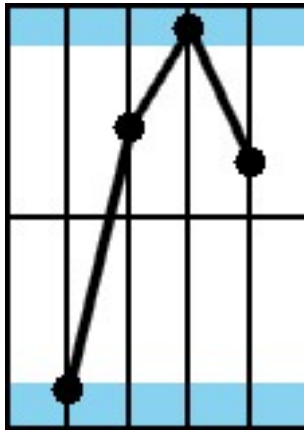
**Note:**

It is assumed that any person filling these team roles have the required level of education, knowledge, aptitude and experience necessary to execute the tasks.

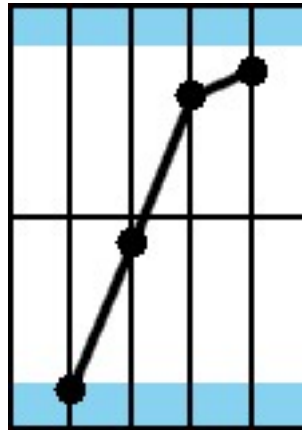
Ms. An Anders  
Administrative Assistant



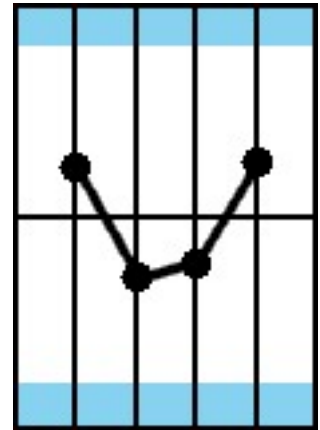
Ms. Brenda Bashir  
Administration



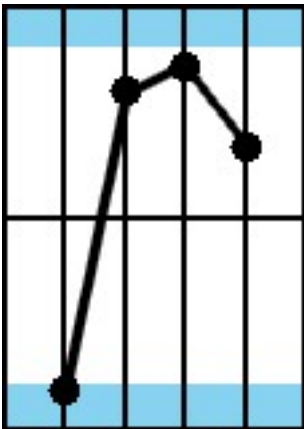
Ms. Carola Charles  
Accounts Clerk



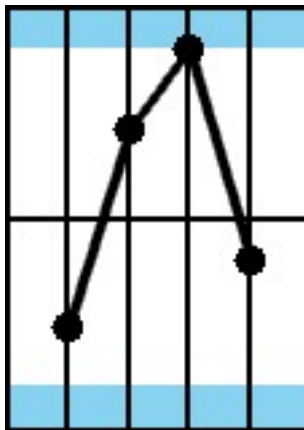
Ms. Diane Druthers  
Customer Services



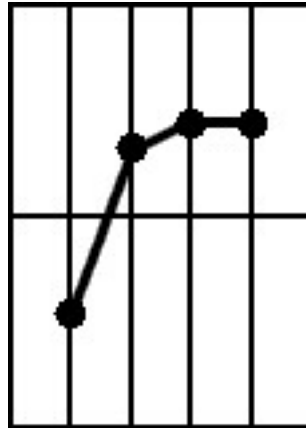
Ms. Elyanne Eldridge  
Internal Sales Clerk



Ms. Irene Ingles  
Purchase Ledger  
Controller



## ACTUAL TEAM CULTURE



### TEAM STRENGTHS

This hard working team plans and organises its work. It places great importance on accuracy and precision and continually works towards maintaining a high level of quality and service. The group is friendly and readily communicates facts and information either verbally or in writing. It uses its knowledge and expertise to convince others to its point of view and provides practical advice and solutions to problems. Completing an assignment through to conclusion is important to this team of persistent members. The team prefers to work within predetermined and agreed timescales and encourages others in order to achieve a satisfactory standard. It complies with organisational systems and adheres to agreed rules and procedures. This non-aggressive group exhibits patience in most situations and carries out its duties in a detailed and precise manner. Decision making and problem solving is approached in a logical and systematic manner and all the data and information researched before action is taken. This friendly and caring team continually strives to develop and retain a culture of quality and satisfaction which is achieved through people.

### TEAM REACTION TO CHANGE

The team is likely to view change cautiously. It has a dislike for change and may initially feel threatened by it. As a group it tends to be contented with things as they are, so prior warning and help through the change process is likely to be needed. However, as it is continually seeking to improve standards the group are likely to accept change once the benefits have been assured. It may need to qualify for itself the value of such change but once it feels comfortable and help is given, it will proceed.

### PREFERRED TEAM LEADER

The person leading a team such as this should be democratic, ready to listen to the group and actively encourage it to participate and voice its opinions. Objectives must be clearly defined and realistic timescales set. The leader should be seen to exercise some form of caution and should consider the likely consequences before making decisions or taking action. Short-cut methods should not be enforced but the need to complete a task accurately should be recognised.

## **TEAM VALUE**

The environment in which a team works, the level at which it operates and the value it brings to the organisation are vital factors in its success or failure. The value this team brings to the organisation is as follows:

- Adhering to procedures and achieving objectives in an administrative, technical or specialist area of expertise.
- An ability to take shrewd decisions in the best interest of the organisation and team.
- Training, coaching and mentoring others.
- Monitoring and controlling situations in order to raise quality and standards.
- A desire to gain the commitment of others in order to complete tasks.
- The desire to develop and provide special skills with and through people.

## **TEAM LIMITATIONS**

All teams have strengths which bring value to the organisation, but equally they also have limitations. This team's limitations are that they may:

- Lose sight of timescales in order to make favourable impressions and boost the morale of others.
- Feel rejected and insecure if they are not given continuous praise and reassurance.
- Not have the drive and imagination to get things started.

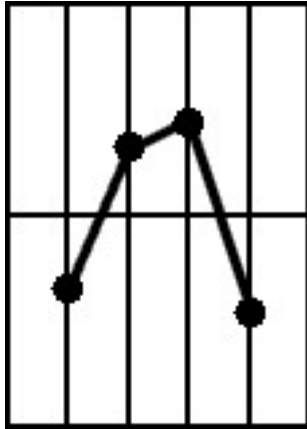
### **Notes:**

Education, experience, aptitude and knowledge are vital factors in team members and should be considered in conjunction with the above observations.

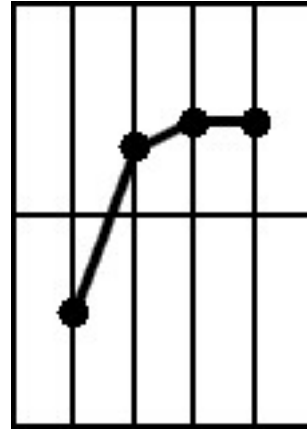
## COMPARISON - IDEAL V ACTUAL

The following graphs show both the Ideal and Actual Team Culture.

Ideal team



Actual team



The Team is detailed orientated and adheres to rules, procedure and policies. Therefore, the strong-willed and independent approach required by the organisation may not be adopted. It is likely to be over-cautious and could spend too much time researching analytical data in order to find practical solutions to problems. As a result, it may hesitate and yield its position in the face of opposition, rather than stand firm and encourage independence.

### TEAM ROLE CHART

The Team Role Chart below identifies the intensity of each role within this Team. The roles fall into three categories, strengths, balanced, or limitations.

#### Vital Team Roles

The Team Roles shown as vital under the heading "Ideal Team Role" that should fall into the 'Strengths' sector of the chart shown below are as follows:

**Anchor**

**Supporter/Nurturer**

If they show as 'Balanced', it may limit the results of the team slightly. However, if they show as 'Limitations' then lack of achievement against goals and objectives could ensue. It is absolutely essential that the effect of any limitation is carefully reviewed.

Team factors	Limitations	Balanced	Strengths
<b>Anchor</b>			
<b>Pioneer</b>			
<b>Specialiser</b>			
<b>Motivator</b>			
<b>Analyser</b>			
<b>Innovator</b>			
<b>Concluder</b>			
<b>Supporter</b>			
<b>Networker</b>			

#### **LIMITATIONS**

The comments below refer to the team's potential limitations. We cannot over stress the importance of considering the effect this may have on the team's ultimate ability to work together and provide optimum results, especially if they are identified as vital to the Ideal Team. However, if they are not flagged above as vital, then the likelihood is that their absence will not have a significant impact.

#### **Pioneer**

The shortfall of Pioneer members in the team indicates that it may not develop and achieve long-term objectives, goals and results. It may not have the courage to move forward in the face of uncertainty.

#### **Innovator**

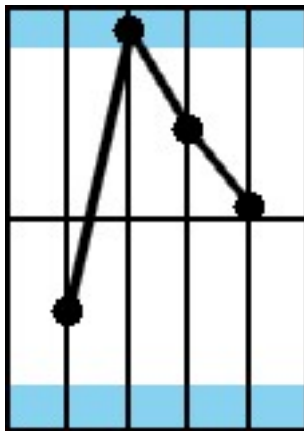
This team may be limited by the lack of Innovator competence amongst it. As such, it may not have the ability to create and develop new ideas, face new challenges and come up with imaginative solutions to difficult problems.

#### **Networker**

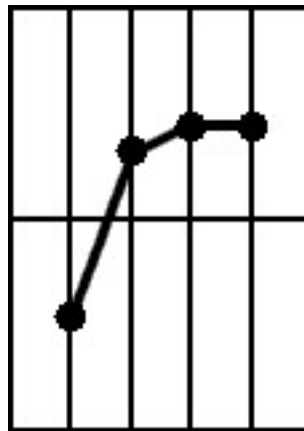
There appears to be a shortfall of members who have Networker skills within the team. Therefore, it may not have the ability to develop a wide range of contacts and resources or find it easy to build external relationships.

## Ms. An Anders

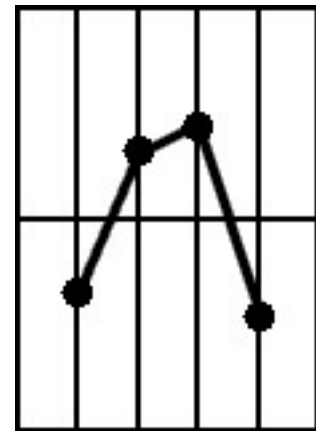
Ms. An Anders



Actual team



Ideal team



Team factors	Limitations	Mid-Zone	Strengths
Anchor	[Blue bar spanning from Limitations to Strengths]		
Pioneer	[Blue bar in Limitations]		
Specialiser	[Blue bar spanning from Limitations to Mid-Zone]		
Motivator	[Blue bar spanning from Limitations to Strengths]		
Analyser	[Blue bar spanning from Limitations to Mid-Zone]		
Innovator	[Blue bar in Limitations]		
Concluder	[Blue bar spanning from Limitations to Mid-Zone]		
Supporter	[Blue bar spanning from Limitations to Strengths]		
Networker	[Blue bar spanning from Limitations to Mid-Zone]		

### CONTRIBUTION TO THE TEAM

Ms. Anders's major contribution to the team is likely to be as follows:

#### ANCHOR

Ms. Anders has a natural affinity for team membership. She is reliable especially in tasks which include planning, organising and administering. She is able to organise the day-to day issues most efficiently and will make sure that all projects are finalised. A methodical person, she will focus on maintaining existing systems and administrative procedures. Because she is reliable and supportive, Ms. Anders can be depended upon to attend to all functions, which require patience and persistence. However, she can be stubborn and unyielding if she feels the demands are unjust or unwarranted.



## **MOTIVATOR**

Ms. Anders should be afforded regular opportunities to earn recognition and the praise of her peers. As a Motivator she is optimistic, has the ability to persuade and enthuse people to work together and create strong team spirit. Because of her confidence and positive outlook, she can inspire and lead others effectively. She has a strong social drive and seeks out regular opportunities to interact with others.

## **SUPPORTER AND NURTURER**

Ms. Anders is best suited to roles that involve her in providing some form of service, support or counsel to others. She is a good listener and will generally get on well with her team colleagues, gaining a thorough appreciation of their needs, personal objectives and business ethics. She has a patient, deliberate and steady approach and prefers working in a stable and predictable environment which is unlikely to change rapidly or on a regular basis. Supporters are usually very strongly people orientated with a sincere and sensitive interest in the well being of their colleagues and clients.

## **WORKING IN & WITH THE ACTUAL TEAM**

When comparing Ms. Anders's profile with the culture of this team there are minor discrepancies. She has a good match in terms of her major strengths which suggests that she is in line with the culture of the team. The differences in terms of the other factors are minor which would suggest that although the emphasis in behavioural terms may not be totally the same when compared with the Team Culture Ms. Anders should be comfortable with the standards set by the group.

## **COMPARISON WITH THE IDEAL TEAM CULTURE**

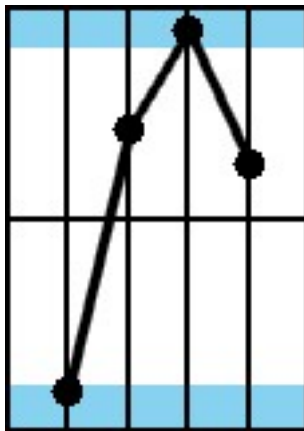
The Ideal Culture is calling for a strong-willed and independent style whereas Ms. Anders prefers to comply and work to set procedures. She is detail orientated and could spend too much time on researching analytical data and information. Because of her careful approach to problem solving she may hesitate and yield her position in the face of opposition rather than standing firm and encouraging independence. As such she may feel uncomfortable in an environment where adopting a strong-willed and independent style is of the utmost importance.

## **PLEASE NOTE**

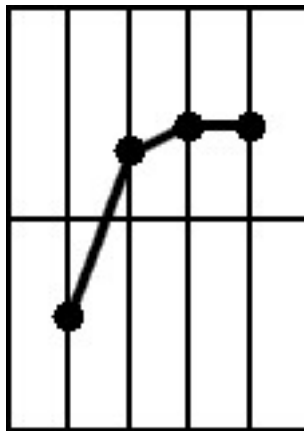
Ms. Anders's Personal Profile does not match the Ideal Culture of the team. Nevertheless, she can still make a contribution through her major team role strengths, her mid-zone role factors, education, experience, aptitude and knowledge. Although she may not fit the requirements in total these other factors may well enable her to perform successfully within the group. Equally, if Ms. Anders is able to modify her behaviour in order to fit within the team, she is likely to be able to make her contribution without displaying any signs of frustration or pressure.

Ms. Brenda Bashir

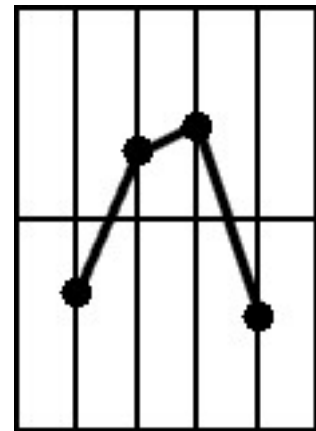
Ms. Brenda Bashir



Actual team



Ideal team



Team factors	Limitations	Mid-Zone	Strengths
Anchor	[Blue bar spanning Limitations and Mid-Zone]		
Pioneer	[Blue bar in Limitations]		
Specialiser	[Blue bar spanning Limitations and Mid-Zone]		
Motivator	[Blue bar spanning Limitations and Mid-Zone]		
Analyser	[Blue bar spanning Limitations and Mid-Zone]		
Innovator	[Blue bar in Limitations]		
Concluder	[Blue bar spanning Limitations and Mid-Zone]		
Supporter	[Blue bar spanning Limitations and Mid-Zone]		
Networker	[Blue bar in Limitations]		

**CONTRIBUTION TO THE TEAM**

Ms. Bashir's major contribution to the team is likely to be as follows:

**ANCHOR**

Ms. Bashir plans, organises and administers procedures to provide reliability and dependability both within and outside the team. She possesses good organisational strengths, is prepared to work hard and usually tackles problems in a systematic manner. As an Anchor she is reliable and has a sense of what is achievable, feasible and valuable. Ms. Bashir tends to be a loyal team member and is not concerned with the pursuit of self-interest. She is generally prepared to do what has to be done in an efficient manner.

## **CONCLUDER**

Ms. Bashir is dependable and precise. She will follow through and complete all assignments and projects in a most detailed and practical manner. Ms. Bashir is amiable, accommodating and a good listener. As a Concluder she has a critical and deliberate approach to problem solving, carefully collating all the necessary information. Her steady and self-controlled approach will enable her to contribute fully to the team, especially when there are clearly defined procedures.

## **SUPPORTER AND NURTURER**

Ms. Bashir is very effective in a team because of her supportive and caring approach. She enjoys helping others achieve common goals. Because she builds up relationships on trust which prosper in a harmonious environment, she will generally be well liked by the other team members who value her approach. Having good listening skills, she is able to relate well to others, becoming a sounding board for many of their ideas, hopes, dreams and visions. She will try to resolve problems within the team.

## **WORKING IN & WITH THE ACTUAL TEAM**

When comparing Ms. Bashir's profile with the actual culture of the whole team there appears to be a good match. This would suggest that she has all the characteristics defined as necessary and therefore, she should have the capacity to operate successfully within this group.

## **COMPARISON WITH THE IDEAL TEAM CULTURE**

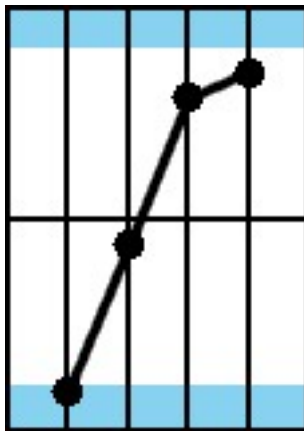
The Ideal Culture is calling for a strong-willed and independent style whereas Ms. Bashir prefers to comply and work to set procedures. She is detail orientated and could spend too much time on researching analytical data and information. Because of her careful approach to problem solving she may hesitate and yield her position in the face of opposition rather than standing firm and encouraging independence. As such she may feel uncomfortable in an environment where adopting a strong-willed and independent style is of the utmost importance.

## **PLEASE NOTE**

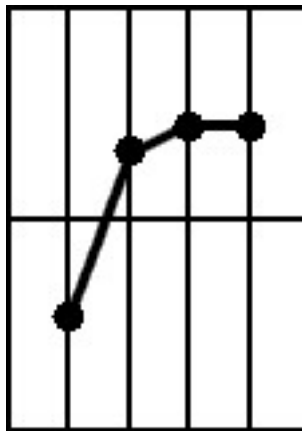
Ms. Bashir's Personal Profile does not match the Ideal Culture of the team. Nevertheless, she can still make a contribution through her major team role strengths, her mid-zone role factors, education, experience, aptitude and knowledge. Although she may not fit the requirements in total these other factors may well enable her to perform successfully within the group. Equally, if Ms. Bashir is able to modify her behaviour in order to fit within the team, she is likely to be able to make her contribution without displaying any signs of frustration or pressure.

Ms. Carola Charles

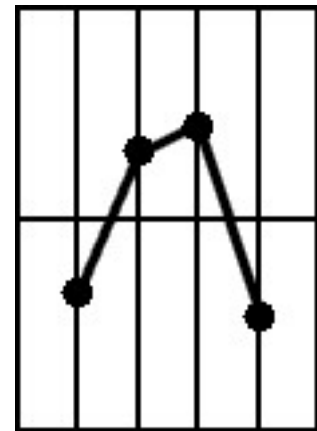
Ms. Carola Charles



Actual team



Ideal team



Team factors	Limitations	Mid-Zone	Strengths
Anchor			
Pioneer			
Specialiser			
Motivator			
Analyser			
Innovator			
Concluder			
Supporter			
Networker			

**CONTRIBUTION TO THE TEAM**

Ms. Charles's major contribution to the team is likely to be as follows:

**ANCHOR**

Ms. Charles is a team player who plans, organises and administers most things for and within the team. She is, as an Anchor, determined, reliable and hard working. There may be times when Ms. Charles appears inflexible and rigid, particularly in a rapidly changing environment. She strives to maintain the status quo and will generally elicit support from other team members in providing stability. Ms. Charles prefers to prioritise the tasks at hand and to work systematically through each one in an effective way.

## **SPECIALISER**

Ms. Charles relies upon technical knowledge and specialist expertise in order to create and deliver workable solutions. Quality, high standards, technical expertise and hard work epitomise the Specialiser. As such Ms. Charles may possess a single minded attitude and commit herself to becoming a technical/specialist expert, probably in a narrow area of skill or knowledge.

## **ANALYSER**

Ms. Charles is a determined perfectionist who will let little stand in her way when searching for the correct result or insisting on the achievement of accurate and logical standards of performance. She will ensure that all aspects of her work assignments are carefully and objectively evaluated, never allowing personal preference or subjective consideration to cloud her outlook. Her approach will be thorough and detailed. Because of her systematic and analytical investigative nature, Ms. Charles will be able to make a worthwhile contribution to the strategic evaluation and operational planning of most business issues.

## **CONCLUDER**

Ms. Charles ensures that the ideas of others are implemented. She is practical and hardworking and is able to finish off assignments to the satisfaction of the team. She is attentive to detail and will follow systems and procedures to their logical conclusion. Ms. Charles would prefer to complete one task before starting another. Because she has the capacity to listen carefully, she is able to understand others' point of view. Ms. Charles prefers to rely on proven practices and procedures and her delivery is generally of a reliably high standard and error free.

## **WORKING IN & WITH THE ACTUAL TEAM**

Being reserved and serious Ms. Charles may not have the required communicative and positive style when compared with the culture of this team. Therefore, she is not likely to motivate and encourage others or boost the morale, confidence and personal esteem of those around her. As a result, she could feel uncomfortable being in a team which encourages participation and involvement.

## **COMPARISON WITH THE IDEAL TEAM CULTURE**

The Ideal Team Culture is calling for members with influencing skills. However, because of her reserved and serious nature Ms. Charles may not have the capacity to motivate and encourage those around her. Her personal style may not match the standard as defined and this could result in her feeling discomfort in a team that encourages its members to participate, communicate verbally and boosts the morale and personal esteem of those around them.

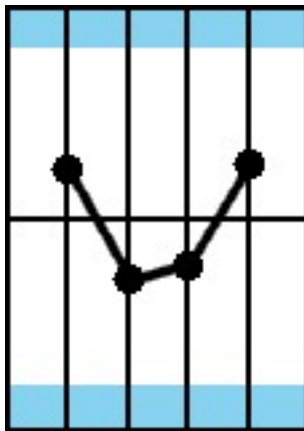
In conclusion, this cautious and logical individual could have difficulty coping in an environment that requires independent action. Ms. Charles adheres to rules and procedures and as such may feel frustrated by members who take a stubborn, strong-willed approach to situations. She likes to spend time analysing facts and information and rather than encourage people to take independent action she may expect them to do the same. As such she could slow down the decision making process.

**PLEASE NOTE**

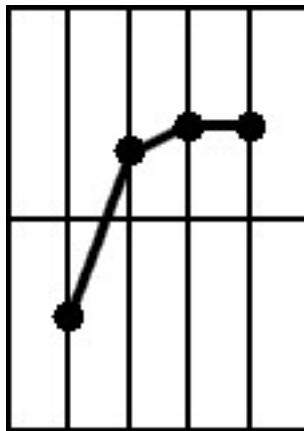
Ms. Charles's Personal Profile is not an exact match for the Ideal Culture or the Actual Culture of the team. Nevertheless, she can still make a contribution through her major team role strengths, her mid-zone role factors, education, experience, aptitude and knowledge. Although she may not fit the requirements in total these other factors may well enable her to perform successfully within the group. Equally, if Ms. Charles is able to modify her behaviour in order to fit within the team, she is likely to be able to make her contribution without displaying any signs of frustration or pressure.

Ms. Diane Druthers

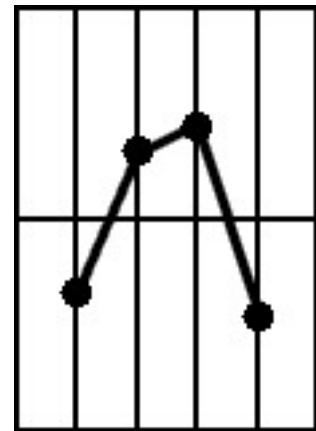
Ms. Diane Druthers



Actual team



Ideal team



Team factors	Limitations	Mid-Zone	Strengths
Anchor	[Bar extending from Limitations to Mid-Zone]		
Pioneer	[Bar extending from Limitations to Mid-Zone]		
Specialiser	[Bar extending from Limitations to Strengths]		
Motivator	[Bar extending from Limitations to Mid-Zone]		
Analyser	[Bar extending from Limitations to Strengths]		
Innovator	[Bar extending from Limitations to Mid-Zone]		
Concluder	[Bar extending from Limitations to Mid-Zone]		
Supporter	[Bar extending from Limitations to Mid-Zone]		
Networker	[Bar extending from Limitations to Mid-Zone]		

**CONTRIBUTION TO THE TEAM**

Ms. Druthers's major contribution to the team is likely to be as follows:

**SPECIALISER**

The attainment and maintenance of standards and quality would be the hallmark of Ms. Druthers. She may often be seen as uncompromising in her stance, particularly in areas where she has technical expertise, experience and knowledge. Ms. Druthers will bring logic and systematic thinking to problem solving but in areas where she is not confident may be somewhat more withdrawn and undecided before voicing an opinion or taking a firm position.

## **ANALYSER**

Ms. Druthers as an Analyser is usually the most quality concerned and risk aware person in a team, always ensuring that standard operating procedures are adhered to. She is good at solving technical problems and often excels in areas concerned with strategic issues. Being systematic, probing and conscientious Ms. Druthers will require detailed explanations and a thorough understanding of the situation before undertaking tasks or assignments. Analysers are recognised by their penchant for detail and adherence to policies, rules and precedent.

## **WORKING IN & WITH THE ACTUAL TEAM**

When compared with the actual culture of this team there are differences. Ms. Druthers is active and restless by nature and can become bored with routine work. As such she could lack the necessary persistence and dependability defined. Therefore, she may not be disciplined and consistent when executing tasks or supporting others. As a result, Ms. Druthers is unlikely to have the desired patience and tolerance required for team assignments.

Additionally this reserved and serious person may lack the communicative and positive characteristics outlined by the standards. As a result, Ms. Druthers could have difficulty motivating and encouraging others. Equally she may not have the required confidence and optimism which could result in her failing to gain the commitment of those around her.

Finally, this forceful and inquisitive individual may not be as accommodating and non-assertive as required. Because of her personal commitment and focus, she may push people too hard which long-term could cause pressure and stress in other team members. Ms. Druthers is likely to act without reference rather than adopt a hesitant and non-demanding approach to situations.

## **COMPARISON WITH THE IDEAL TEAM CULTURE**

The Ideal Team Culture is calling for members who are steady and dependable in approach. Ms. Druthers however can become restless and bored with routine work and may not have the necessary persistence and consistency when executing tasks or supporting others. This active individual may not have the desired patience and tolerance and as such may feel frustrated in a team that encourages its members to be steady and deliberate in their approach to assignments.

Moreover this fairly serious and reserved person could have difficulty persuading others to her point of view. Equally she could have a problem boosting the morale of those around her and gaining their commitment. Ms. Druthers may not have the confidence and positive style required or feel comfortable in a team that encourages active participation. Ms. Druthers likes to reflect on problems and situations before involving others and as such may be reluctant to communicate her feelings prematurely.

Also this compliant individual may have difficulty coping with the firm and strong-willed approach required. Ms. Druthers prefers to carefully research data and information and can be over-cautious when making decisions or taking action. Rather than acting independently she may yield her position especially in the face of oppositions. She may become frustrated by members who she feels act impulsively rather than considering all the consequences.



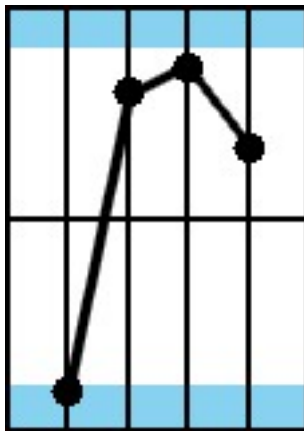
In conclusion, this driving and assertive individual could be too assertive when compared with the standards set. Rather than approaching people and situations in a non-demanding and accommodating manner she is likely to push both herself and others too hard in order to meet her goals and objectives. As such Ms. Druthers's direct approach could cause frustration and pressure in members who are of a more accommodating nature.

**PLEASE NOTE**

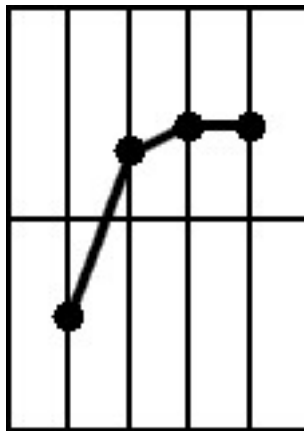
Ms. Druthers's Personal Profile is not an exact match for the Ideal Culture or the Actual Culture of the team. Nevertheless, she can still make a contribution through her major team role strengths, her mid-zone role factors, education, experience, aptitude and knowledge. Although she may not fit the requirements in total these other factors may well enable her to perform successfully within the group. Equally, if Ms. Druthers is able to modify her behaviour in order to fit within the team, she is likely to be able to make her contribution without displaying any signs of frustration or pressure.

Ms. Elyanne Eldridge

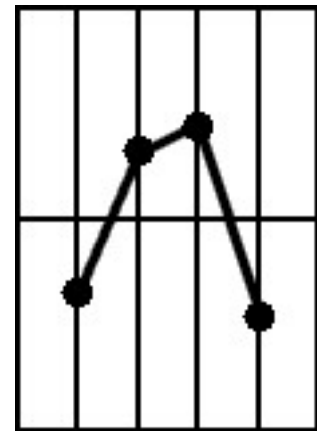
Ms. Elyanne Eldridge



Actual team



Ideal team



Team factors	Limitations	Mid-Zone	Strengths
Anchor	[Bar spanning Limitations and Mid-Zone]		
Pioneer	[Bar in Limitations]		
Specialiser	[Bar spanning Limitations and Mid-Zone]		
Motivator	[Bar spanning Limitations and Mid-Zone]		
Analyser	[Bar spanning Limitations and Mid-Zone]		
Innovator	[Bar in Limitations]		
Concluder	[Bar spanning Limitations and Mid-Zone]		
Supporter	[Bar spanning Limitations and Mid-Zone]		
Networker	[Bar in Limitations]		

**CONTRIBUTION TO THE TEAM**

Ms. Eldridge's major contribution to the team is likely to be as follows:

**ANCHOR**

Ms. Eldridge will demonstrate a high degree of loyalty to the organisation and will plan, organise and administer to procedures in all her work assignments. As an Anchor she has the ability to develop specialised skills, reflect composure and calm excitable people and situations. She is quite prepared to maintain the status quo and will resist rapid or unnecessary change. Ms. Eldridge also possesses the skills to concentrate on tasks for long periods of time even if the tasks are of a repetitive nature.

## **CONCLUDER**

Ms. Eldridge ensures that the ideas of others are implemented. She is practical and hardworking and is able to finish off assignments to the satisfaction of the team. She is attentive to detail and will follow systems and procedures to their logical conclusion. Ms. Eldridge would prefer to complete one task before starting another. Because she has the capacity to listen carefully, she is able to understand others' point of view. Ms. Eldridge prefers to rely on proven practices and procedures and her delivery is generally of a reliably high standard and error free.

## **SUPPORTER AND NURTURER**

Ms. Eldridge is very effective in a team because of her supportive and caring approach. She enjoys helping others achieve common goals. Because she builds up relationships on trust which prosper in a harmonious environment, she will generally be well liked by the other team members who value her approach. Having good listening skills, she is able to relate well to others, becoming a sounding board for many of their ideas, hopes, dreams and visions. She will try to resolve problems within the team.

## **WORKING IN & WITH THE ACTUAL TEAM**

When comparing Ms. Eldridge's profile with the actual culture of the whole team there appears to be a good match. This would suggest that she has all the characteristics defined as necessary and therefore, she should have the capacity to operate successfully within this group.

## **COMPARISON WITH THE IDEAL TEAM CULTURE**

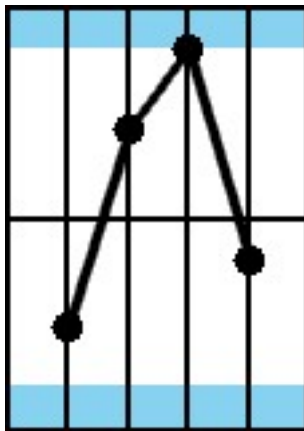
The Ideal Culture is calling for a strong-willed and independent style whereas Ms. Eldridge prefers to comply and work to set procedures. She is detail orientated and could spend too much time on researching analytical data and information. Because of her careful approach to problem solving she may hesitate and yield her position in the face of opposition rather than standing firm and encouraging independence. As such she may feel uncomfortable in an environment where adopting a strong-willed and independent style is of the utmost importance.

## **PLEASE NOTE**

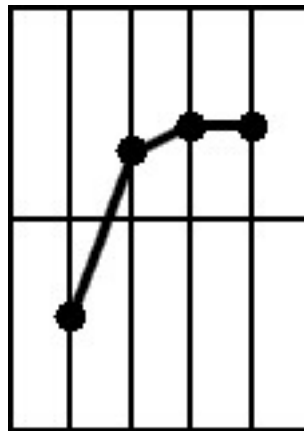
Ms. Eldridge's Personal Profile does not match the Ideal Culture of the team. Nevertheless, she can still make a contribution through her major team role strengths, her mid-zone role factors, education, experience, aptitude and knowledge. Although she may not fit the requirements in total these other factors may well enable her to perform successfully within the group. Equally, if Ms. Eldridge is able to modify her behaviour in order to fit within the team, she is likely to be able to make her contribution without displaying any signs of frustration or pressure.

Ms. Irene Ingles

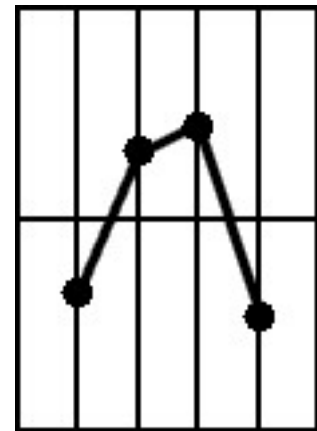
Ms. Irene Ingles



Actual team



Ideal team



Team factors	Limitations	Mid-Zone	Strengths
Anchor	[Blue bar spanning from Limitations to Strengths]		
Pioneer	[Blue bar in Limitations column]		
Specialiser	[Blue bar spanning from Limitations to Mid-Zone]		
Motivator	[Blue bar spanning from Limitations to Mid-Zone]		
Analyser	[Blue bar spanning from Limitations to Mid-Zone]		
Innovator	[Blue bar in Limitations column]		
Concluder	[Blue bar spanning from Limitations to Mid-Zone]		
Supporter	[Blue bar spanning from Limitations to Strengths]		
Networker	[Blue bar spanning from Limitations to Mid-Zone]		

**CONTRIBUTION TO THE TEAM**

Ms. Ingles's major contribution to the team is likely to be as follows:

**ANCHOR**

Ms. Ingles is a loyal team member and is a hard worker especially in a role that involves her in planning, organising and administering within set procedures. She develops rhythm and co-ordination in procedures and generally has a steady and patient approach. As an Anchor Ms. Ingles normally has the ability to concentrate and follow through on projects. Not being overly verbal, she will, through her steady approach, get on with the task at hand in a reliable and systematic way.

## **SUPPORTER/NURTURER**

Ms. Ingles encourages, co-operates with and provides support for others. She will care for and try to help both customers and other team members. The attributes that this Supporter/Nurturer brings to the team are encouragement and the capacity to reduce tension, as well as a willingness to help members resolve interpersonal problems. Ms. Ingles generates a desire within the team to co-operate and she will usually put both the team and its results before anything else. She is prepared to listen to others and is in general seen as a good and loyal team member.

## **WORKING IN & WITH THE ACTUAL TEAM**

When compared with the culture of the team Ms. Ingles who is strong-willed and independent may not have the compliant nature defined as a requirement. Therefore, she may not always exercise due caution or analyse consequences before making decisions.

## **COMPARISON WITH THE IDEAL TEAM CULTURE**

When comparing Ms. Ingles's profile with the Ideal Culture there appears to be a good match. This would suggest that she has all the characteristics defined as necessary and therefore could work comfortably within the standards set by the organisation.

## **PLEASE NOTE**

Ms. Ingles's Personal Profile does not match the Actual Culture of the team. Nevertheless, she can still make a contribution through her major team role strengths, her mid-zone role factors, education, experience, aptitude and knowledge. Although she may not fit the requirements in total these other factors may well enable her to perform successfully within the group. Equally, if Ms. Ingles is able to modify her behaviour in order to fit within the team, she is likely to be able to make her contribution without displaying any signs of frustration or pressure.