



Team Analysis



Team Style: Productive (Structured Active)

Team Name:	Example Team
Category:	General
Profiled On:	Wed 24 Aug 2005 10:44
Designated Leader:	Jane Sample
Members:	8
Unique Relationships:	56

This team presents the opportunity for a very successful combination, providing that the natural tendencies and abilities of its members can be properly channelled. These members, in general, focus on structure and practicality; they are concerned with the quality of their work, but not to the extent that this will impede their productivity. This is potentially, therefore, a highly effective and efficient group of people.

The same style that lends these strong advantages, however, also brings a number of disadvantages. The most distinct of these is a low concentration threshold; members of a team such as this will need to be occupied with interesting and varied work if they are not to lose motivation.

Team Keynotes

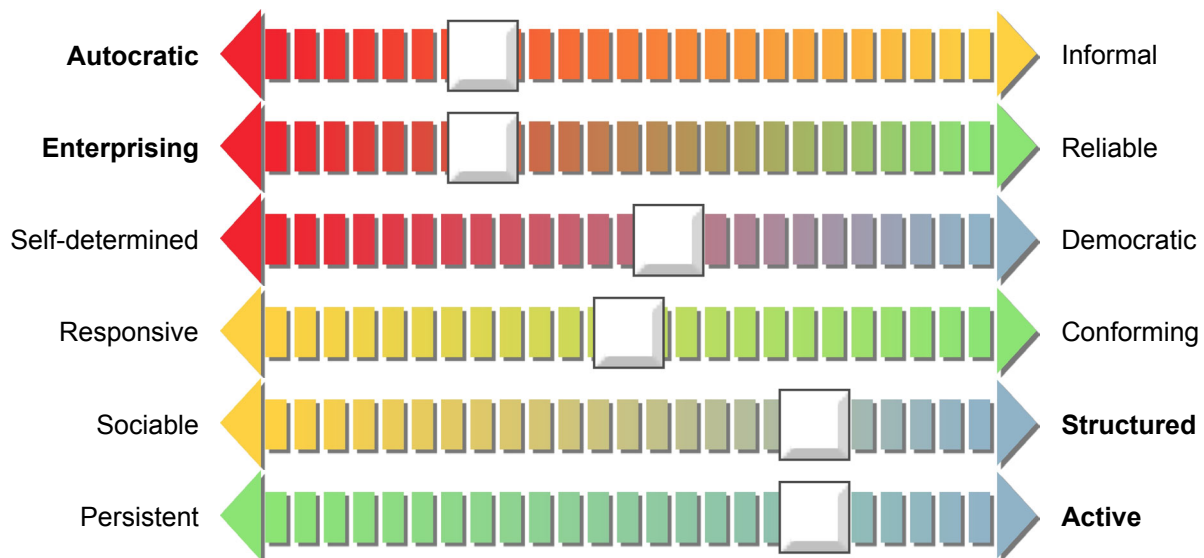
- Members are sensitive to one another's needs.
- Concentration on structure and practicality.
- Need for constant variety.

Key Team Dynamics

- There are several members within this team who act quickly, and sometimes without due consideration of the possible consequences of these actions. This in itself may constitute a problem, but within this specific team there is an incidence of uncommunicative types, meaning that more urgent members may act often without a clear idea of their direction. This may well exacerbate the issue.
- There will be a tendency within this team towards efficient working conditions and prompt action. There are members here who look for a rapid reaction from their colleagues, and others who will respond appropriately. A lack of communication will perhaps cause difficulties from time to time, as there are members here who will prefer not to request clarification or expansion should they feel uncertain on a subject. There is an indication that such a request would in any event be met with an impatient reaction.
- There is a danger in this team that unexpressed discontent may build up, due to the highly dominant styles of many of the members, and the uncommunicative styles of others. When the less assertive members disagree with the more assertive, they will be unlikely to directly express this disagreement, and in the long term this may lead to the build-up of tensions within the team.
- Typically, this combination of members will work efficiently as a team, looking for rapid results and reacting well to one another. Teams showing this aspect tend to spend little time considering issues; their tendency is rather to isolate a single workable plan as quickly as possible.
- It seems that a concentration on structure and, especially, formal relations within the team are important to a significant number of its members. There is an emphasis on productivity and quality, and an expectation that other members of the team will have the same interests. Under such circumstances, it is possible that hard work for its own sake may be confused with effectiveness.

Discus Team Report

Team Subfactors



Important subfactors in this team are **Autocracy, Enterprise, Structure and Activity.**

■ Autocracy

An Autocratic team looks to one or two of its members with authoritative styles for its direction; the other members will only rarely make unilateral decisions. Instead, they will prefer to seek confirmation from the team's leading members, and especially the team leader, before acting.

■ 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.

■ Structure

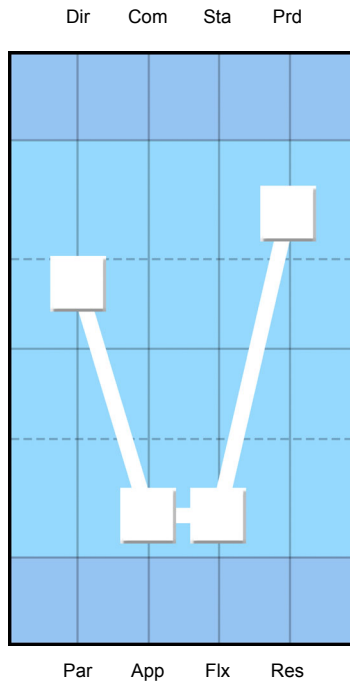
A Structured team is one in which the members prefer to work within defined roles and according to specified responsibilities. Individuals within this group will often show distaste for tasks that they see as lying outside their area of responsibility; often simply because this violates their own sense of the structure of the team.

■ Activity

Members of an Active team are interested in developing new ideas, strategies and solutions. These teams are well-equipped to provide original and inventive concepts at every level. They are also characterised, however, by a low concentration threshold.

Discus Team Report

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. These factors are **Direction** (DIR), **Communication** (COM), **Stability** (STA) and **Productivity** (PRD).

Unlike a traditional DISC profile, the Team Profile also emphasises the opposites of these factors, **Participation** (PAR), **Application** (APP), **Flexibility** (FLX) and **Resourcefulness** (RES). So, a team that has high Direction consequently has low Participation, and so on.

DISC Team Summary

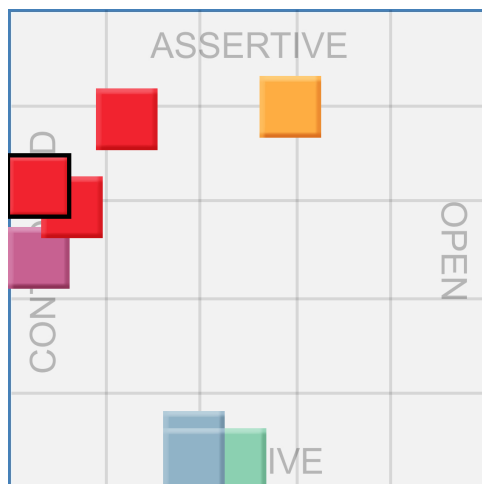


The DISC Team Summary compiles and displays information about the incidences of the four DISC factors within the team. The four graphs respectively relate to Dominance, Influence, Steadiness and Compliance.

Each of these four charts shows the relative incidence of a single factor. If a graph peaks to the left, then most team members are low in that particular factor, while a peak to the right of the graph shows that most team members have high values for that factor.

A peak in the centre of the graph indicates that the majority of team members are medial in this particular factor (that is, neither high nor low). A level, or almost level, graph shows that all aspects of a factor are represented within the team.

Style Card Team Summary



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.

Designated Team Leader



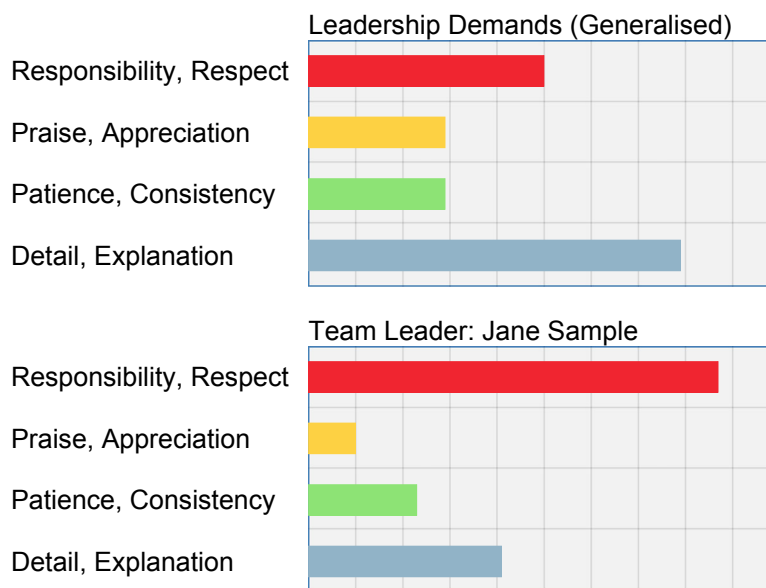
Leadership Analysis

Team Leader: Jane Sample

General Leadership Style of Jane Sample

The focus of Jane's leadership style is the achievement of results as quickly as possible. She is not a natural communicator, and tends to issue instructions directly, rather than trying to foster a sense of team spirit. She values personal responsibility, and hence tends to adopt a commanding style that reinforces her authority over other members of the team.

Leadership Demands



Emergent Leadership Candidates

These are members of the team likely to adopt leading positions among the team's membership.

Damien Bishop

Damien will make an assertive and direct team leader; he has a clear idea of his aims and needs, and will have no difficulty in expressing these to the other members of the team. He has an impatient, urgent style, and this will necessarily affect his leadership style.

Sarah Black

Sarah has a punctilious and direct style; she thinks in factual, practical terms, and will expect other members of the team to respond in similar terms. Particularly in pressurised situations, her lack of patience is likely to come to the fore in her dealings with other members.

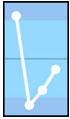
Paul Rogers

Paul's leadership style is based on personal control; he will wish to have a clear idea of the operations of the team, in as much detail as possible. He dislikes delegation, but when forced to do so, he will typically retain as much direct control as possible by insisting, for example, on regular progress reports.

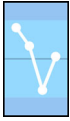
John Smith

John's enthusiastic and engaging style can be expected to make him one of the key members within the team. Although he desires the attention and respect of other members, he dislikes personal responsibility, and will prefer to build his position on strong personal relationships than direct action.

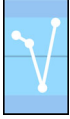
Team Members

**Jane Sample (Team Leader)**

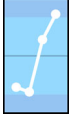
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**Damien Bishop**

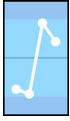
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**Sarah Black**

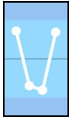
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**Tracy Evans**

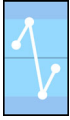
Profiled On Tue 19 Jan 1999 09:54

**Eric Grisham**

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**Paul Rogers**

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**John Smith**

Profiled On Thu 18 Sep 2003 14:54

**Kelly Wright**

Profiled On Fri 16 May 2003 13:36