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Team - Behavioural Style

Project: Test team

Date: 30.03.2015

Presented by:

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What does the Team Radar show?
The diagram gives an overview of the total team score – based on a calculated average.

For each of the four behavioural tendencies, the average score of the team is marked.
The size of the coloured area indicates the behavioural tendency of the entire team.
The Team Radar diagram can be seen as an image of the team culture.

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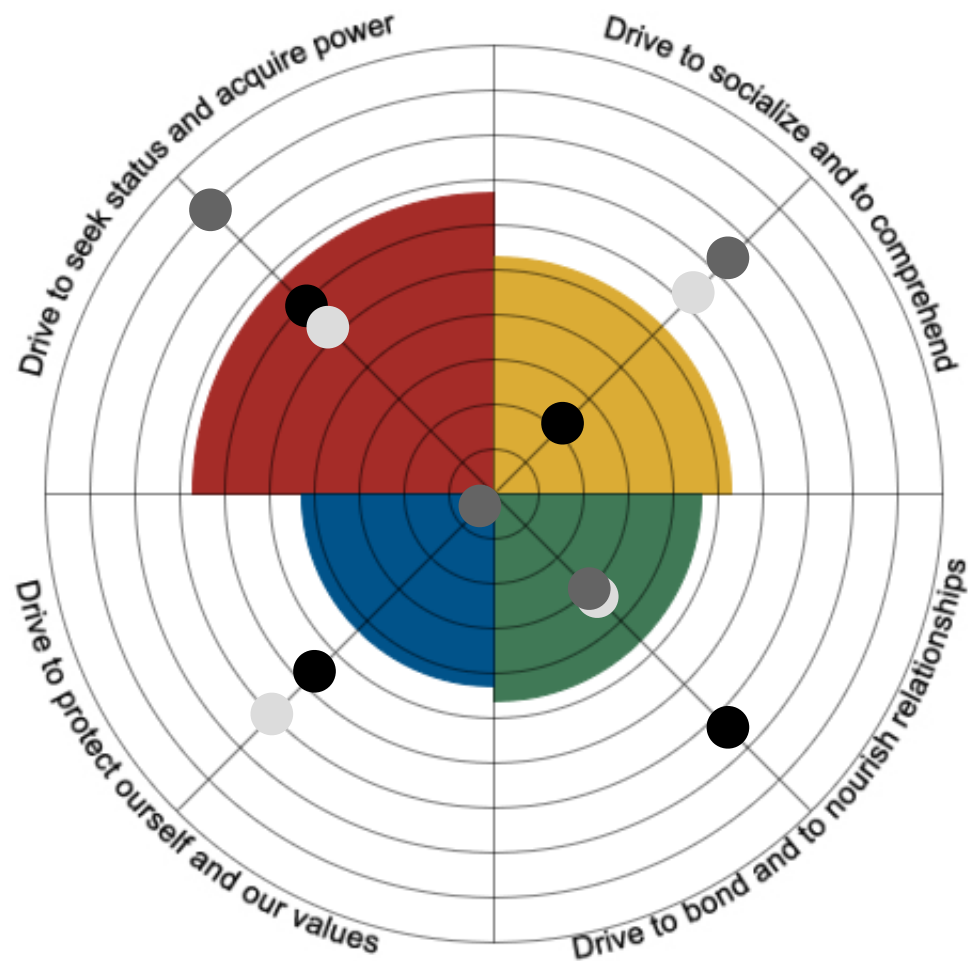

● Head
● Teamlead
● Specialist

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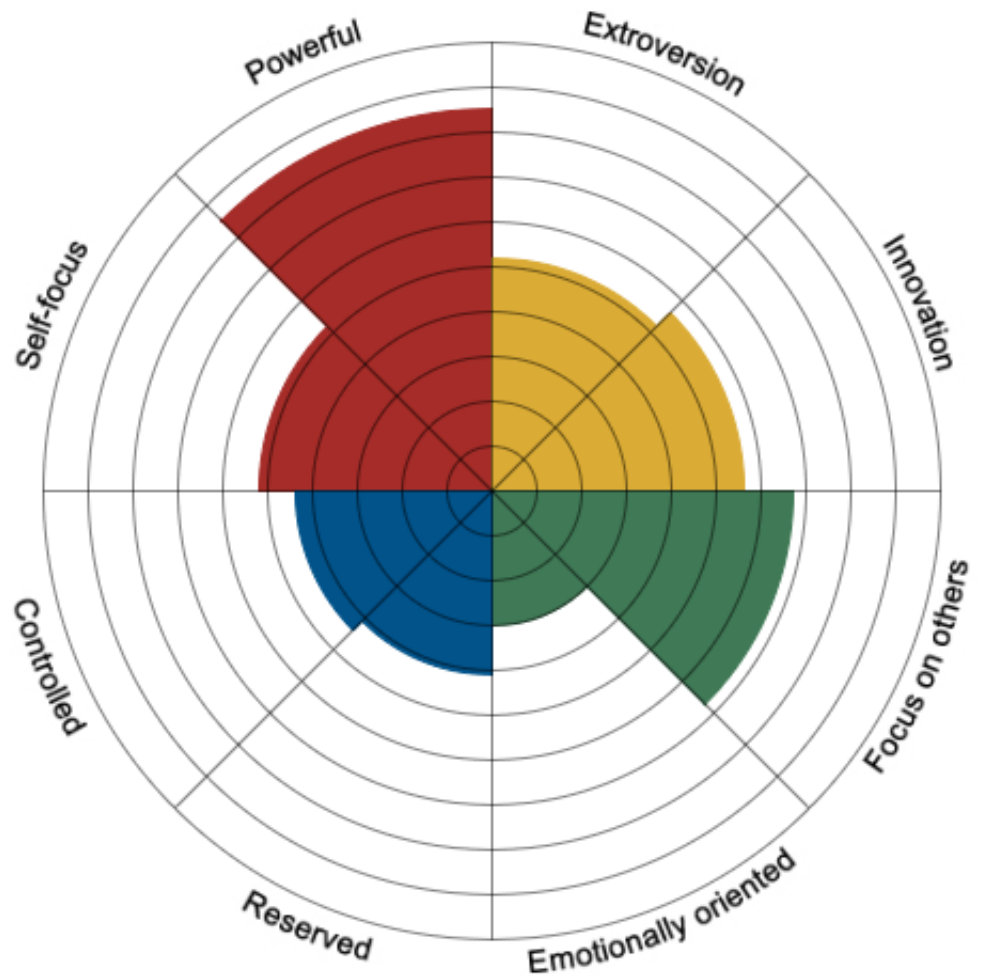
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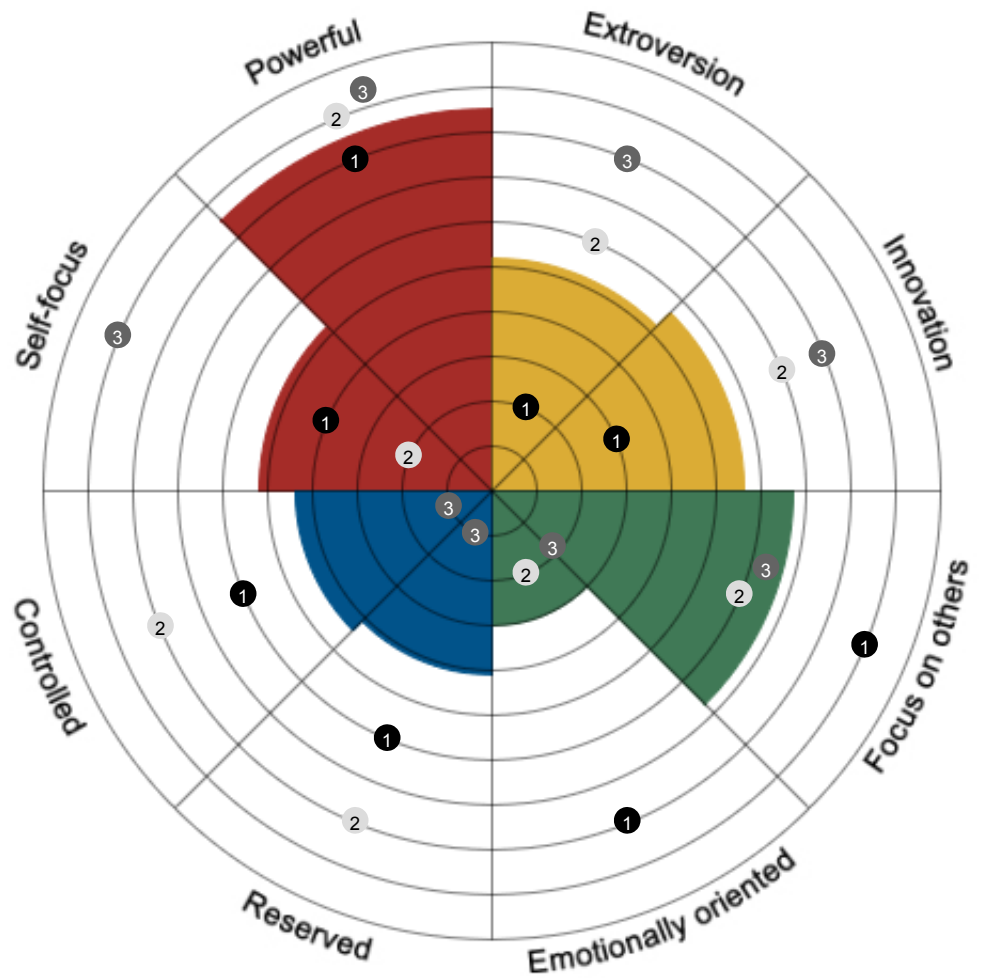

1 : Paul Muster
2 : Doris Muster
3 : Hana Muster

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Individual Radar diagrams

Paul Muster

Doris Muster

Hana Muster

Team Circle

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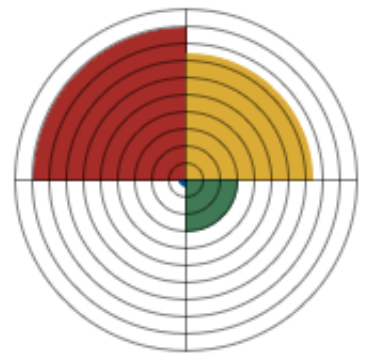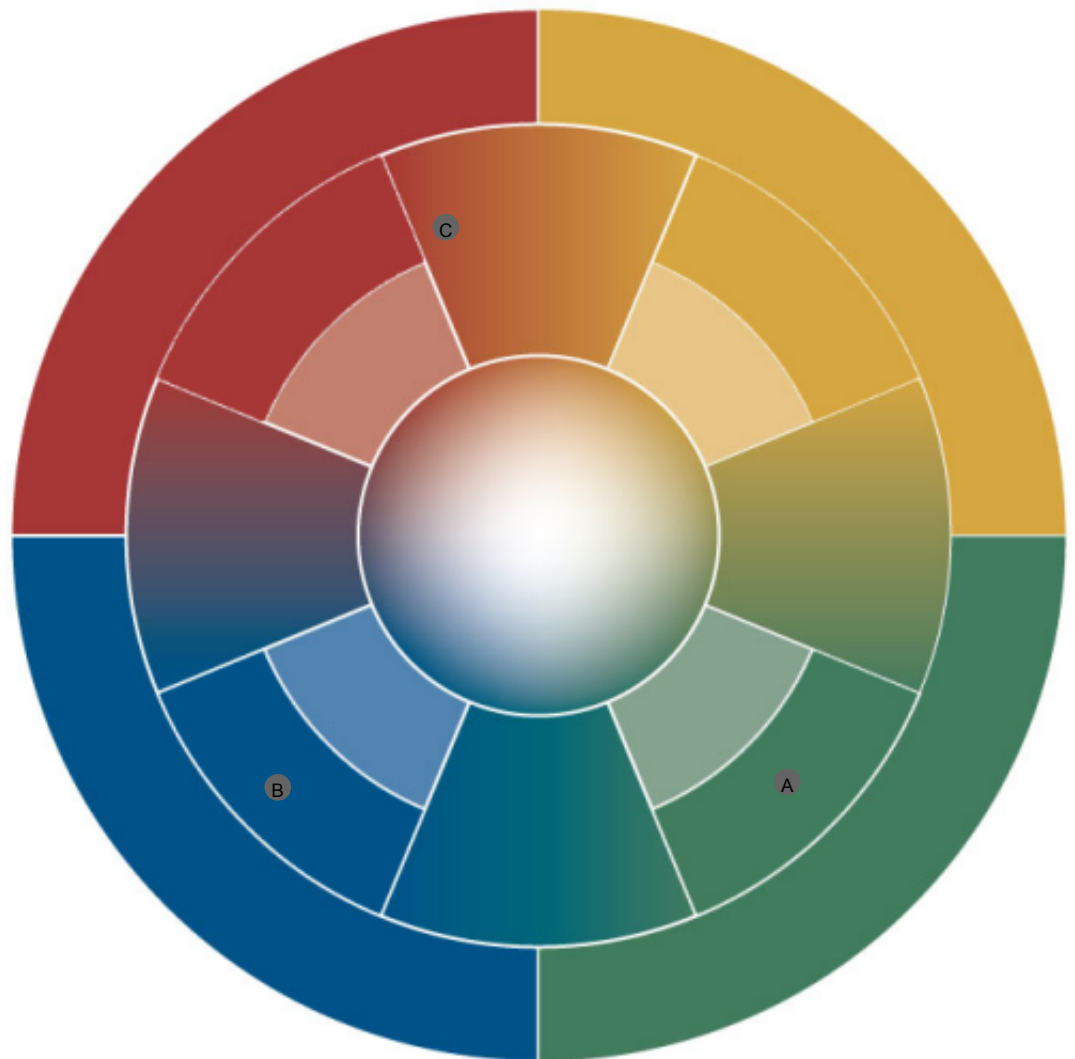

A : Paul Muster : Green Energy

B : Doris Muster : Blue Energy

C : Hana Muster : Red and Yellow Energy

- ● Head
- ● Teamlead
- ○ Specialist
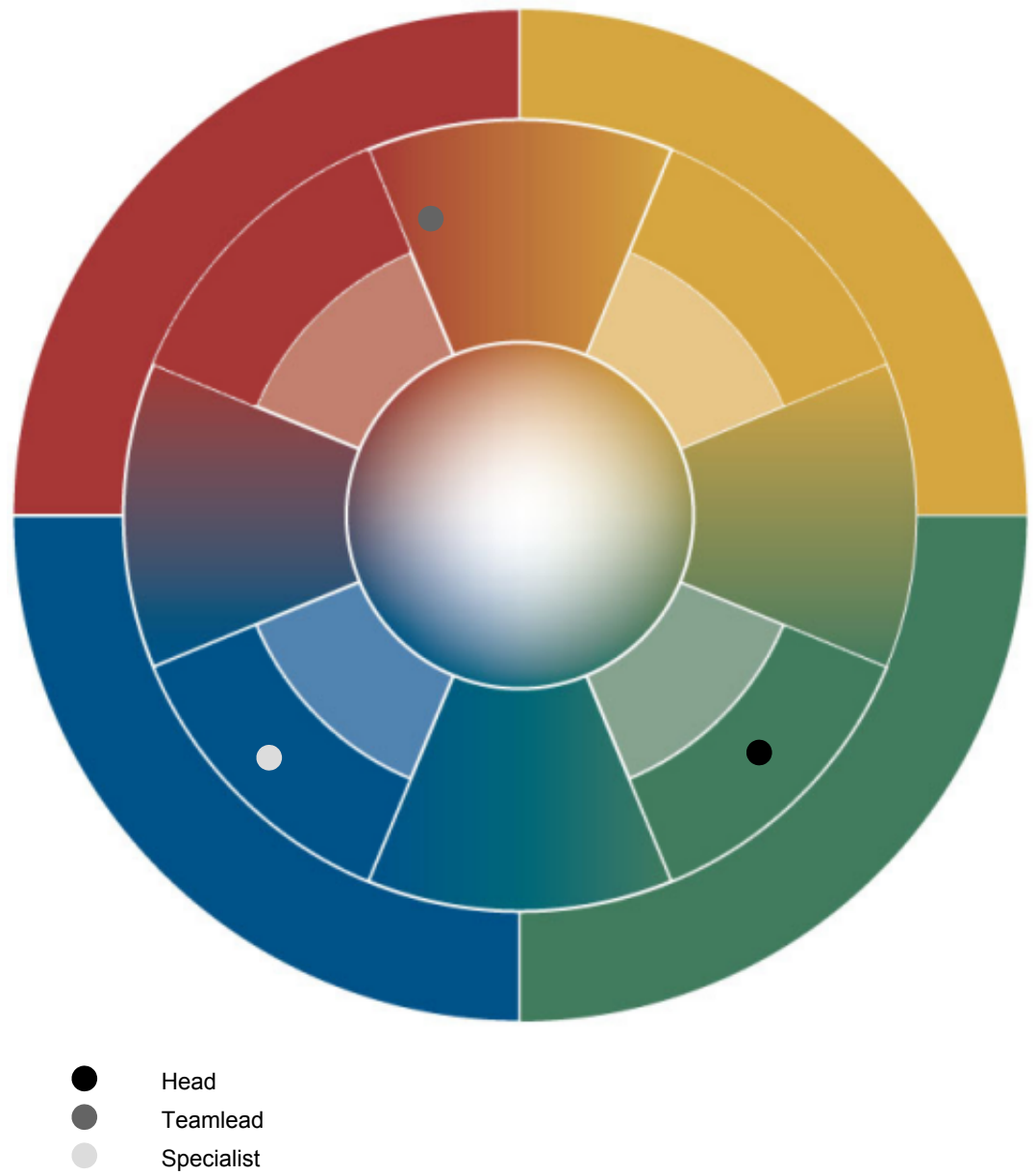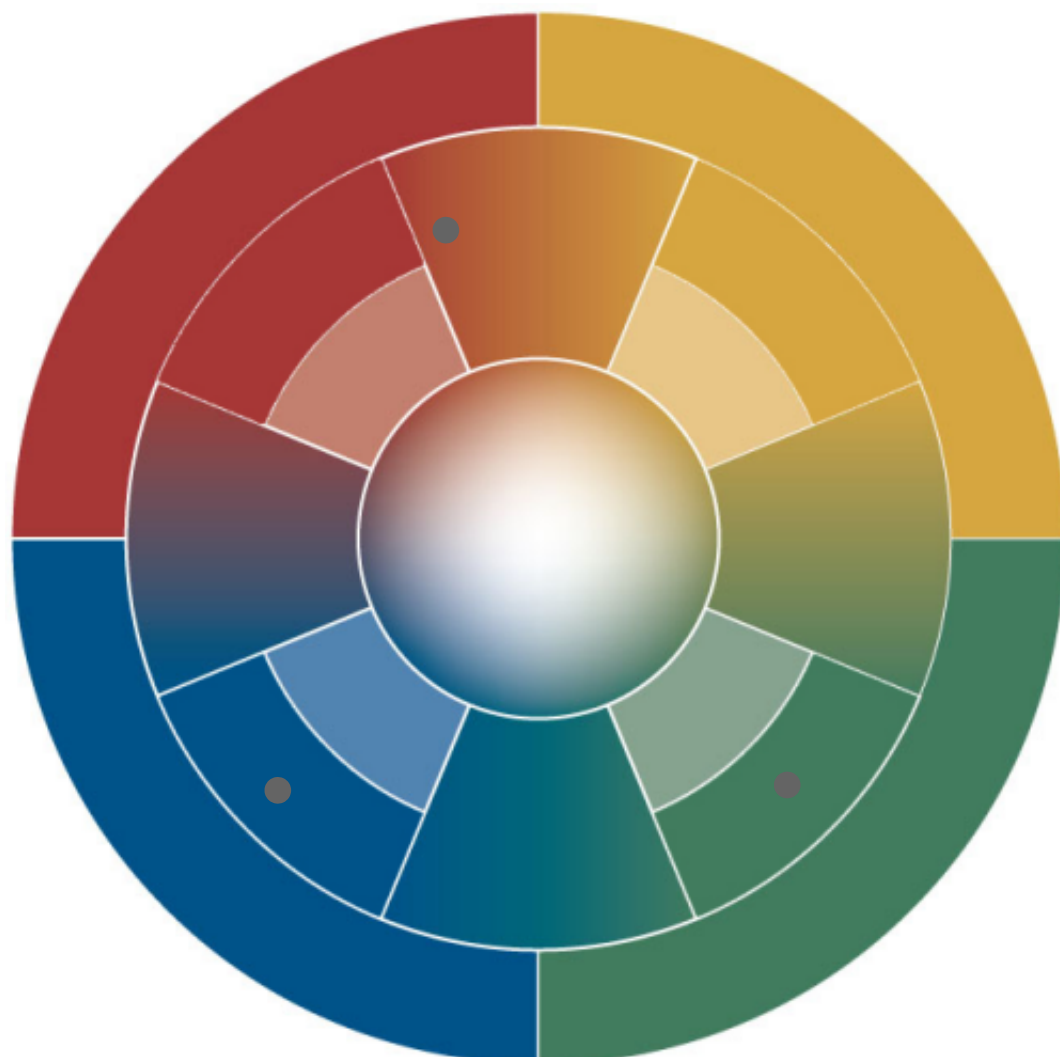
- Salesdirector
- Salesupport
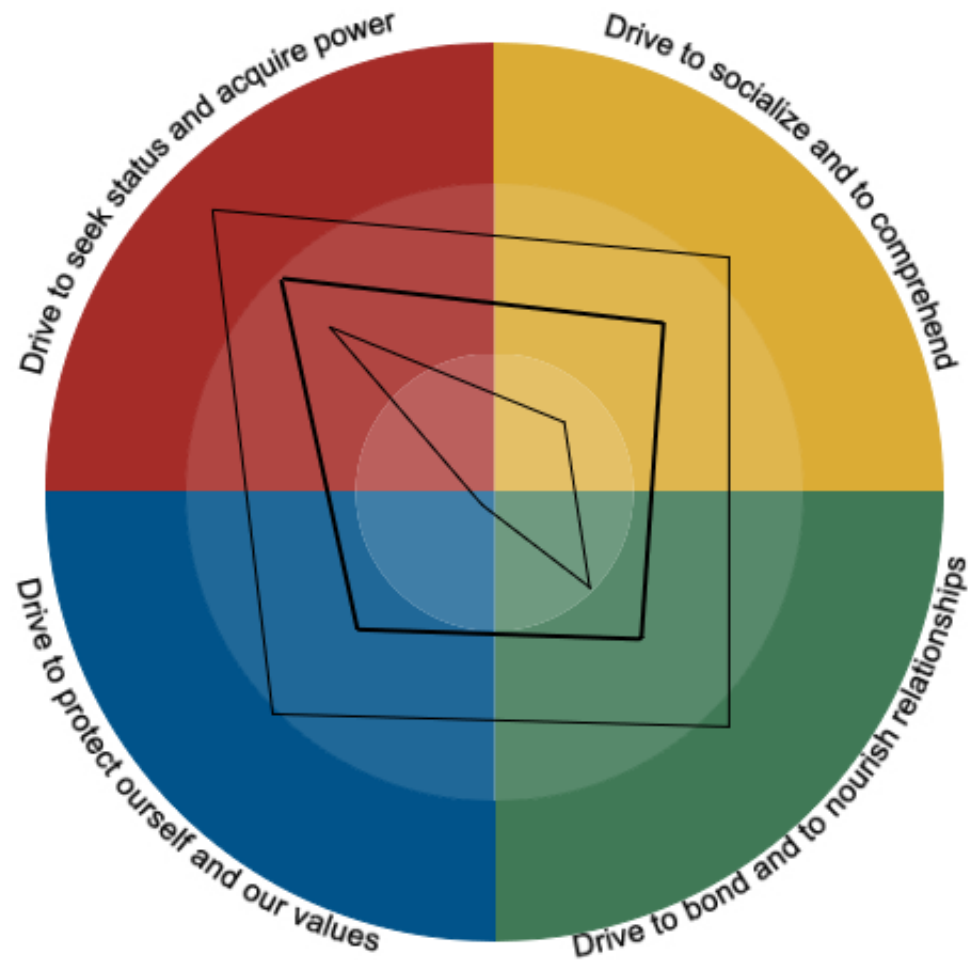- Accountmanager

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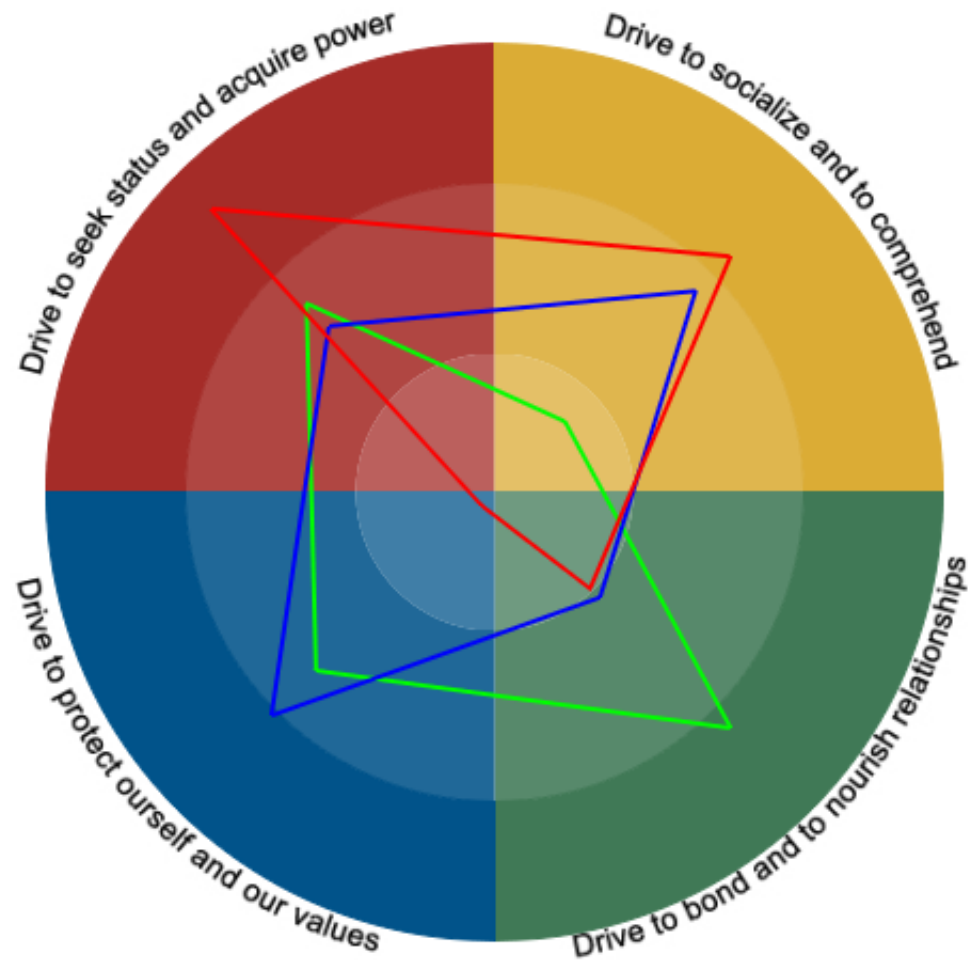
The diagram offers a quick indication of the score for all focus persons.
Shows if there are parallels or deviations between the focus persons.

1 : Paul Muster
2 : Doris Muster
3 : Hana Muster

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The team's total profile

The diagram shows the team's total profile.
The diagram is based on a calculation of all the focus persons' scores.

The three lines in the diagram show the following:
1.) The solid line shows: The average of all scores
2.) The outermost dotted line shows: The highest score observed in the team
3.) The innermost dotted line shows: The lowest score observed in the team

The diagram shows how the team in total covers the four team roles.
1.) Innovation & initiation (The yellow area)
2.) Ability to execute & result orientation (The red area)
3.) Carefulness & quality (The blue area)
4.) Human aspect & cooperation (The green area)
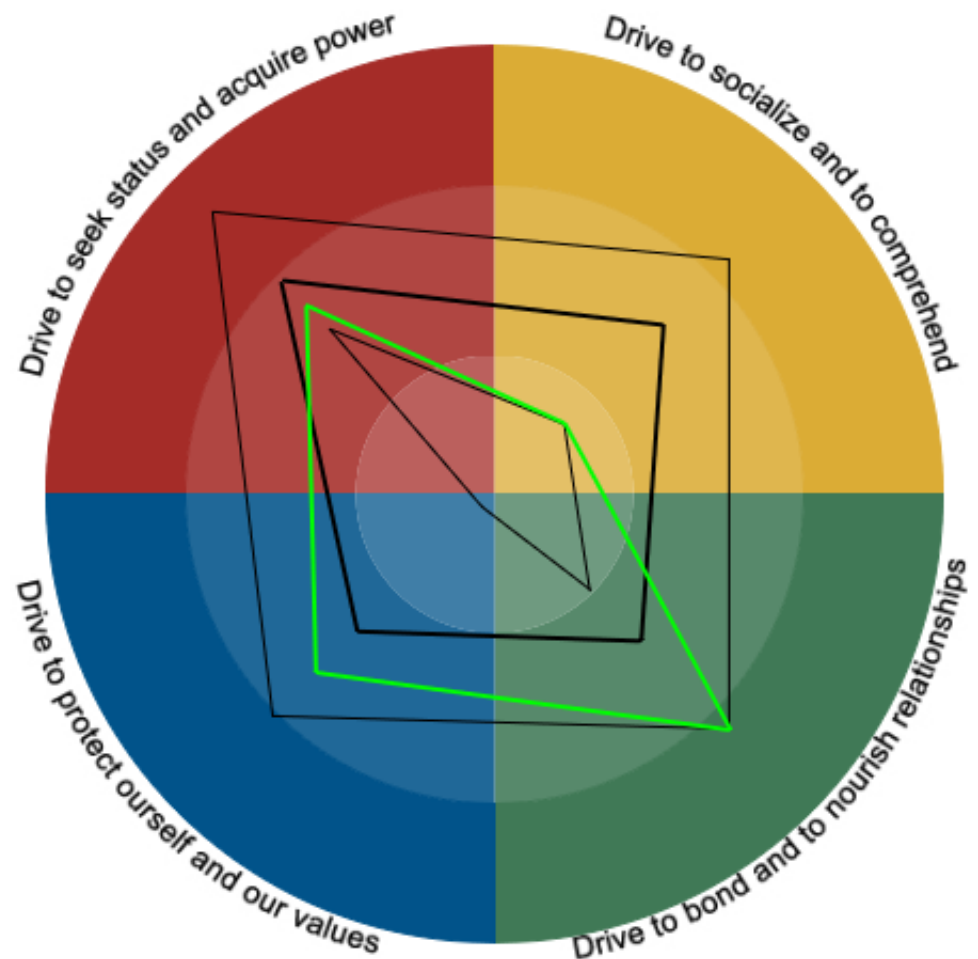
Team diagram - the individual person in relation to the team

The diagram gives an indication of: *The individual person in relation to the team as a whole.*
The diagram shows: *The individual team member's score in relation to the team's score .*

Below follows a brief outline of how <u>Paul Muster </u>contributes to the team.

Three essential contributions to a team:
• Is good a listening to others
• Is a very good colleague
• Always allows for others to speak/act

Please note that:
High blue - strengthens these behavioural tendencies
High red - creates contrasts to these tendencies
High yellow - moderates these behavioural tendencies

Behavior in Teamwork

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Behaviour in team

The characteristics listed below are defined by the highest score.
The characteristics describe Paul Muster preferred behavioural style.

Primary contribution in a team:
- Strengthens the teamwork
- Increases focus on the individual
- Strengthens the loyalty within the team

This person's strengths in a teamwork are:
• Strengthens the cooperation
• Listens to others
• Engages actively in solving conflicts
• Focuses on a good working environment
• Makes room for others
• Has good insight into other people

Additional behavioural tendencies

The described characteristics below have been derived from the second highest score.
The described characteristics describe Paul Muster additional contribution in teamwork

Additional contribution in a team:
• Dynamic
• Initiates
• Creates results
• Finds ways around obstacles
• Sets goals
• Creates results through others

Possible actions

The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Paul Muster development areas can therefore be:

• *Is too thorough*
• *Is slow*
• *Seeks to avoid difficult conflicts*
• *Is undecided*
• *Becomes uncertain in crucial situations*
• *Is hesitant to new possibilities*
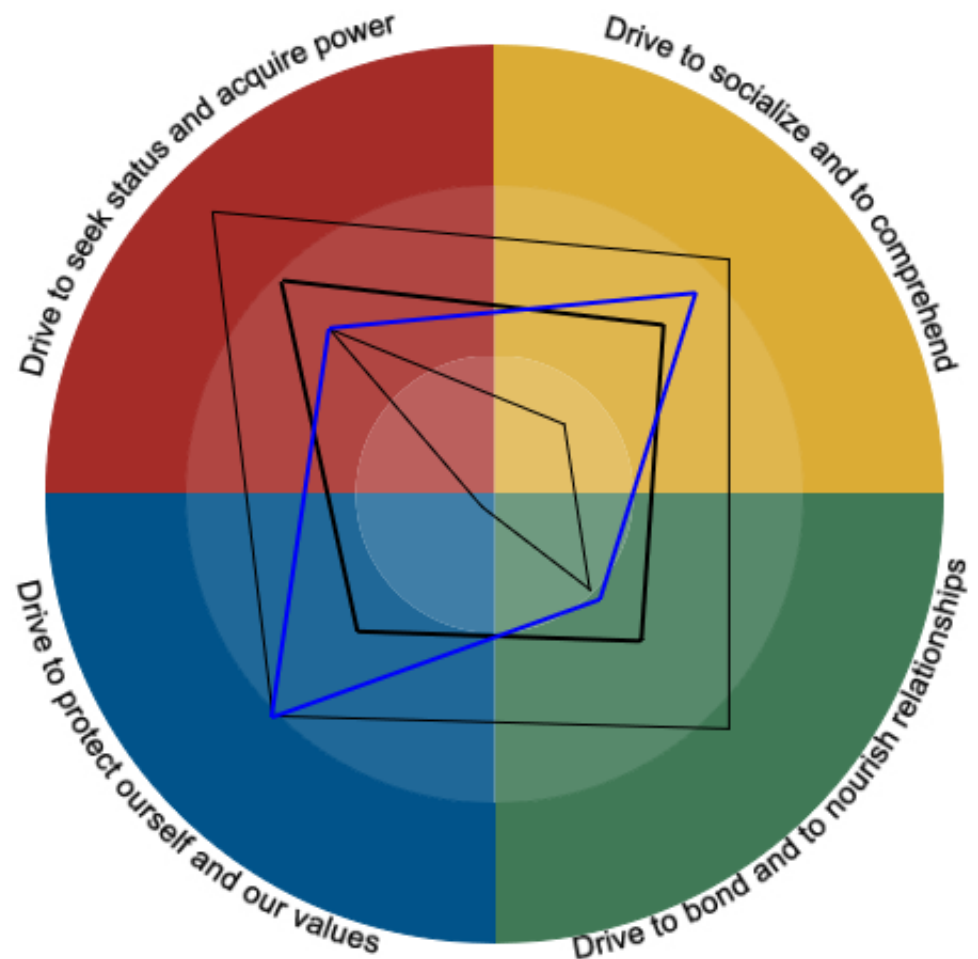
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Team diagram - the individual person in relation to the team

The diagram gives an indication of: *The individual person in relation to the team as a whole.*
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Below follows a brief outline of how <u>Doris Muster </u>contributes to the team.

Three essential contributions to a team:
• Analysis and detail
• Discipline and persistence
• Quality and perfectionism

Please note that:
High red - intensifies these behavioural tendencies
High yellow - creates contrasts to these tendencies
High green - strengthens these behavioural tendencies

Behaviour in team

The characteristics listed below are defined by the highest score.
The characteristics describe Doris Muster preferred behavioural style.

Primary contributions to a team:
- Increases the attention to details
- Strengthens the meticulousness
- Creates an increased focus on quality

This person's strengths in a teamwork are:
• Analytical and systematic
• Highly disciplined
• Persistence
• Objective
• Very perfectionistic
• Effective by implementing

Additional behavioural tendencies

The described characteristics below have been derived from the second highest score.
The described characteristics describe Doris Muster additional contribution in teamwork

Additional contribution in a team:
• Very inventive and creative
• Outreaching and open to new things
• A mood spreads
• Enthusiastic - high ability to convince others
• Very extroverted - creates many new contacts
• Is looking at things from new angles

Possible actions

The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Doris Muster development areas can therefore be:

• *Is sceptical and critical*
• *Is conservative - rejects new things*
• *Is rigid and inflexible*
• *May be uninspiring*
• *Worries without a reason*
• *Isolates himself/herself*
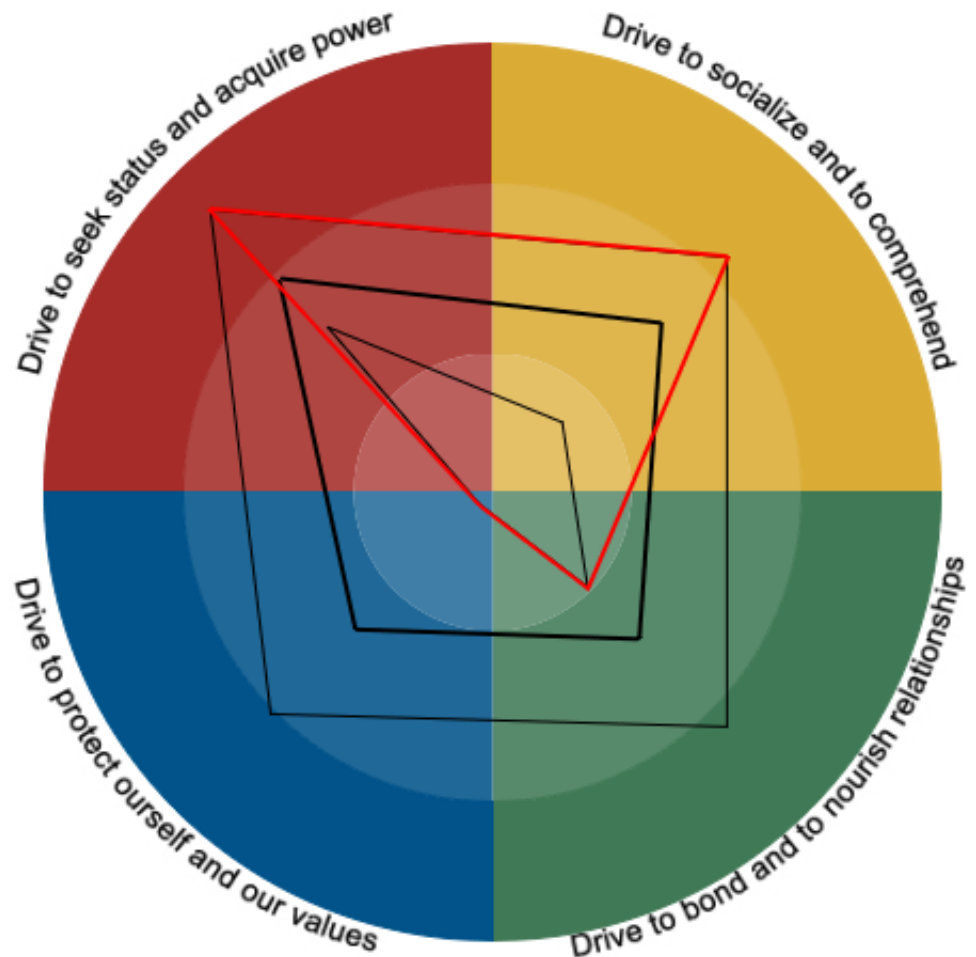
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Below follows a brief outline of how <u>Hana Muster</u> contributes to the team.

Three essential contributions to a team:
• Initiator
• Very dynamic
• Creates quick results

Please note that:
High yellow - strengthens these behavioural tendencies
High green - moderates these behavioural tendencies
High blue - moderates these behavioural tendencies

Behaviour in team

The characteristics listed below are defined by the highest score.
The characteristics describe Hana Muster preferred behavioural style.

Primary contributions to a team:
- Intensifies the focus
- Increases focus on the subject matter
- Creates results

This person's strengths in a team are:
• Energy and dynamism
• A good initiator
• Defines objectives
• Creates results
• Finds ways around obstacles
• Creates results through others

Additional behavioural tendencies

The described characteristics below have been derived from the second highest score.
The described characteristics describe Hana Muster additional contribution in teamwork

Additional contribution in a team:
• Very inventive and creative
• Outreaching and open to new things
• A mood spreads
• Enthusiastic - high ability to convince others
• Very extroverted - creates many new contacts
• Is looking at things from new angles

Possible actions

The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Hana Muster development areas can therefore be:

• *Is impatient and restless*
• *Can be too dominant*
• *Can be too hot-tempered and quarrelsome*
• *Can be too focused on results*
• *May have not enough focus on the human aspect*
• *Can be too focused on goals*
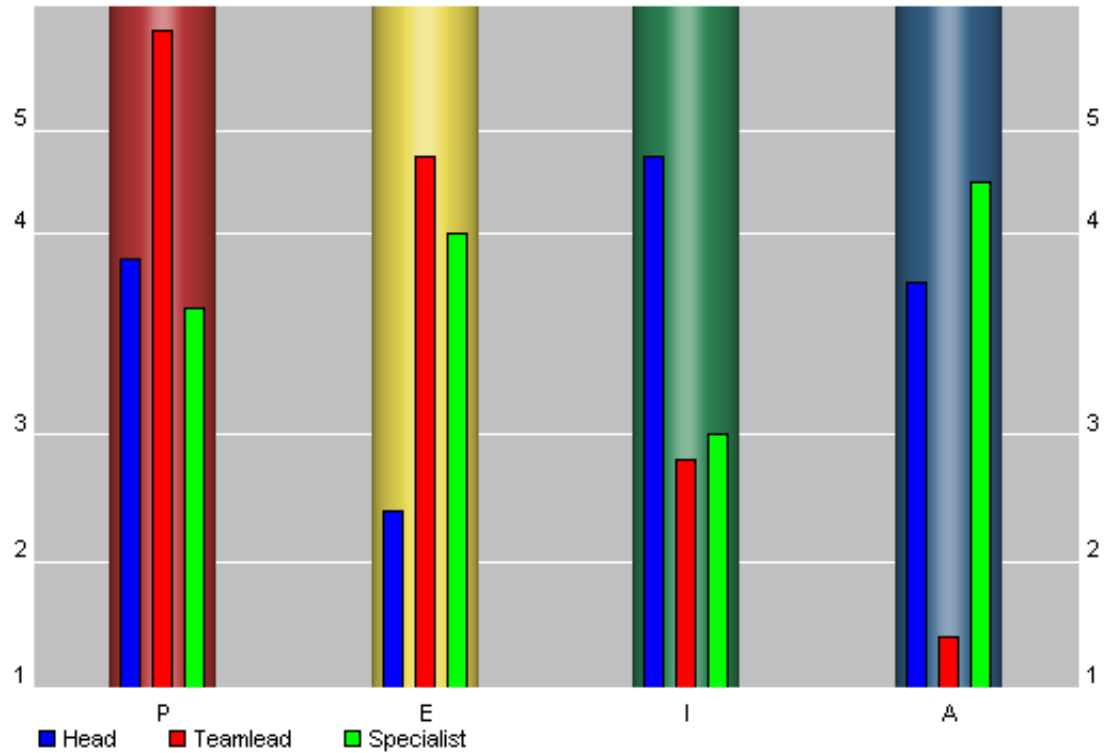
Teamgraph - Leader versus Team
The four graphs show the team leader's score
compared to the average for all team members.

The graph shows the team leader's strengths in relation to the team.
The graph shows areas where the team leader possibly should involve others.

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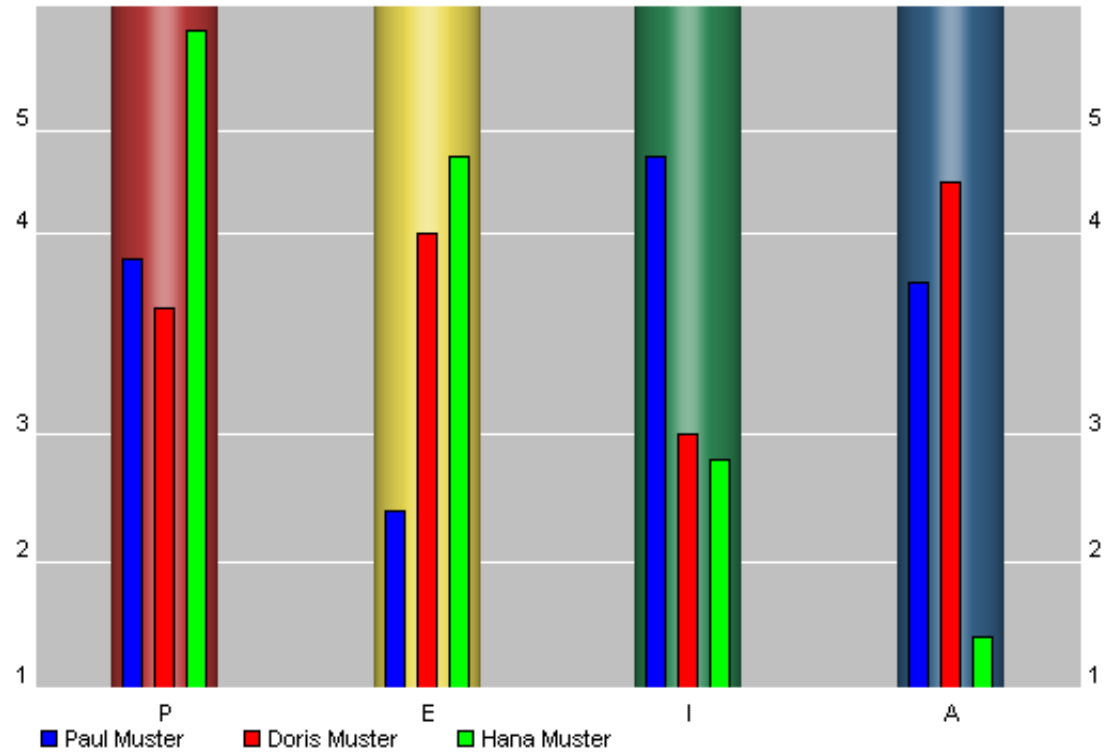
Other Profile and Analysis Tools

e-stimate international offers other profile tools targeted at different areas.
Below, you will find a short presentation - find more at www.e-stimate.com
or contact us at: info@e-stimate.com

e-strength
Based on positive psychology.
Uncover your greatest personal strengths.
Adapted to Business culture and based on a business norm group.

e-fivefactor
The Five Factor model, also called Big Five, shows five pillars in personality.
The profile is based on the International Personality Item Pool, the NEOAC model.
Adapted to Business culture and based on a business norm group.

e-compass360
A flexible tool tailored to a 360 degree feedback - to performance development.
Quick and easy to use - comprehensive and comprehensible report

e-nalyzer
A flexible survey tool for employee and customer satisfaction.
Quick and easy to use - comprehensive and comprehensible report

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