



Team - Behavioral Style

Project: Test Inc.

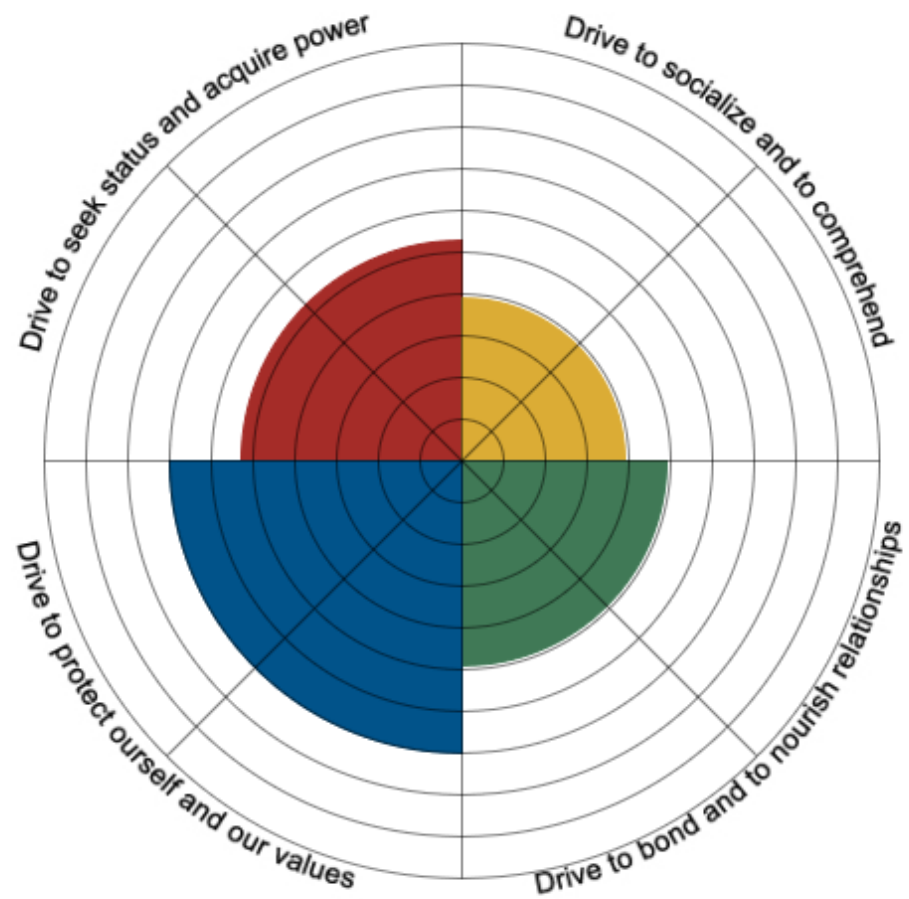
Date: 06.02.2017

Presented by:
Siegel HR

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Ben Firestone; Michael King; Jet Stone; Martin Smith; Karl Paine;

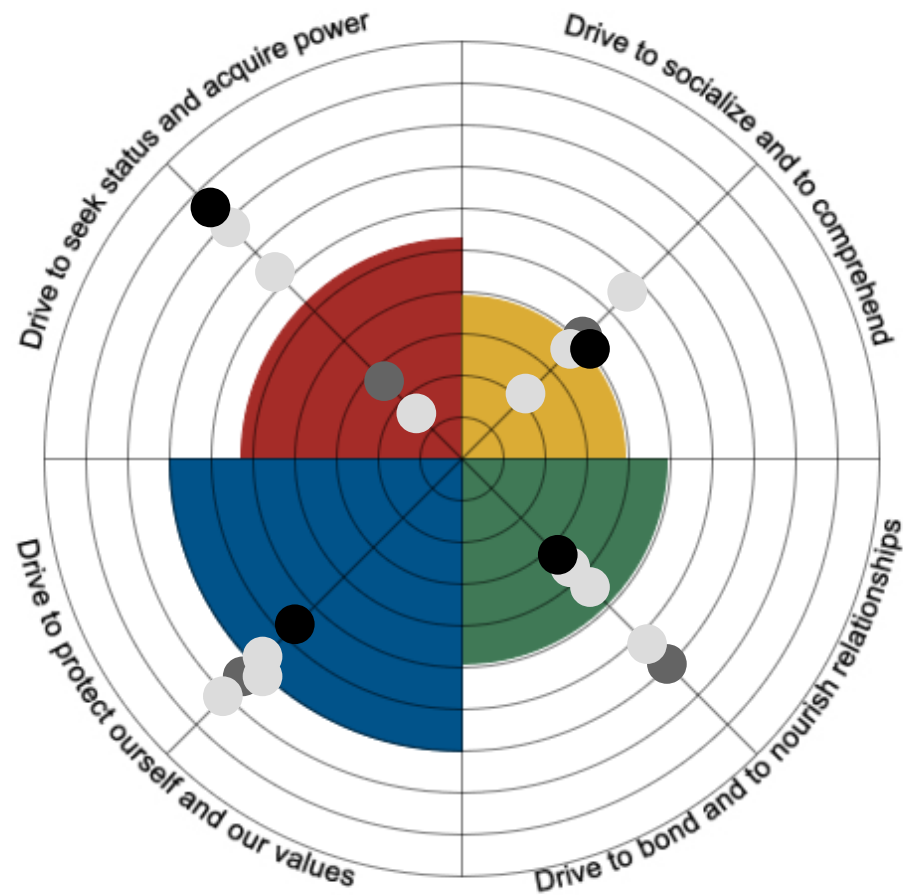
**What does the Team Radar show?**

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.



- CEO
- Team leader
- Specialist

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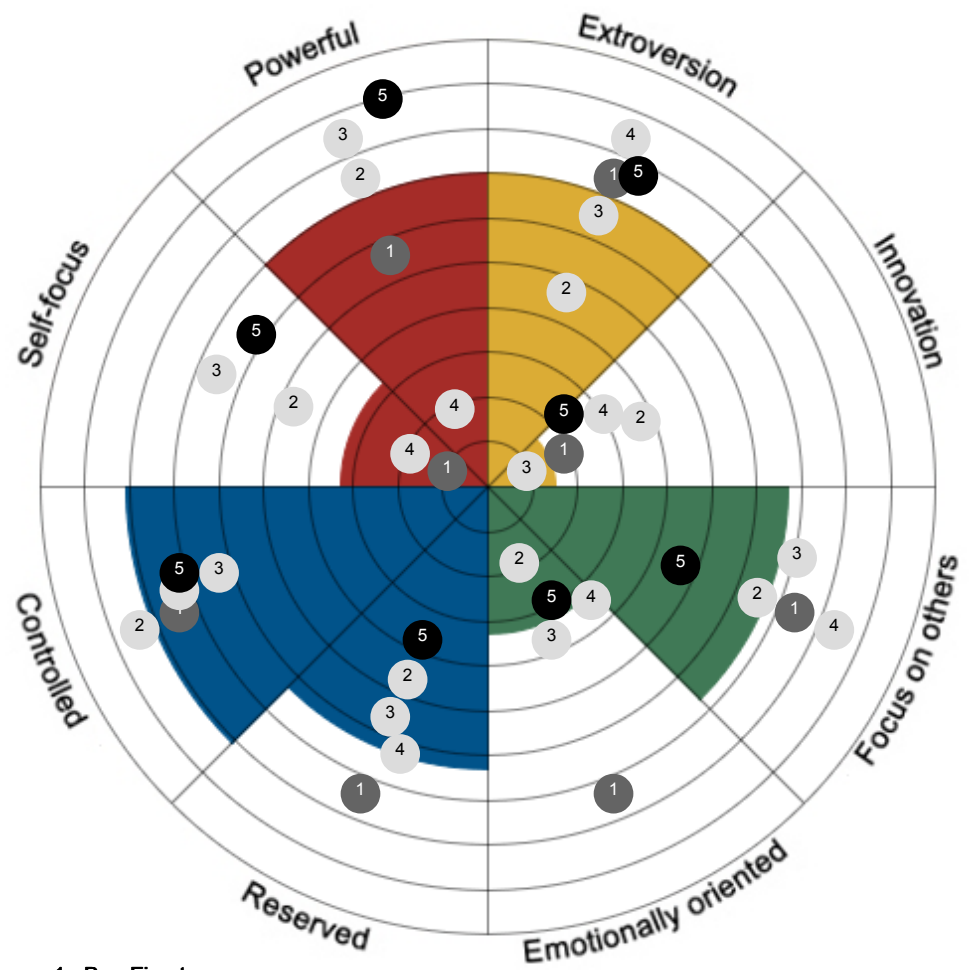
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 2 : Michael King
 3 : Karl Paine
 4 : Martin Smith
 5 : Jet Stone

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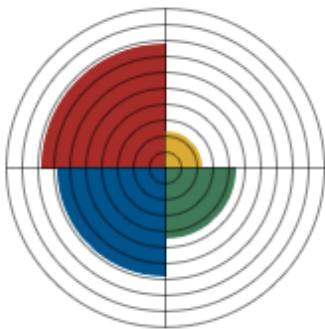
Ben Firestone



Michael King



Karl Paine



Martin Smith



Jet Stone



Ben Firestone



Michael King



Karl Paine

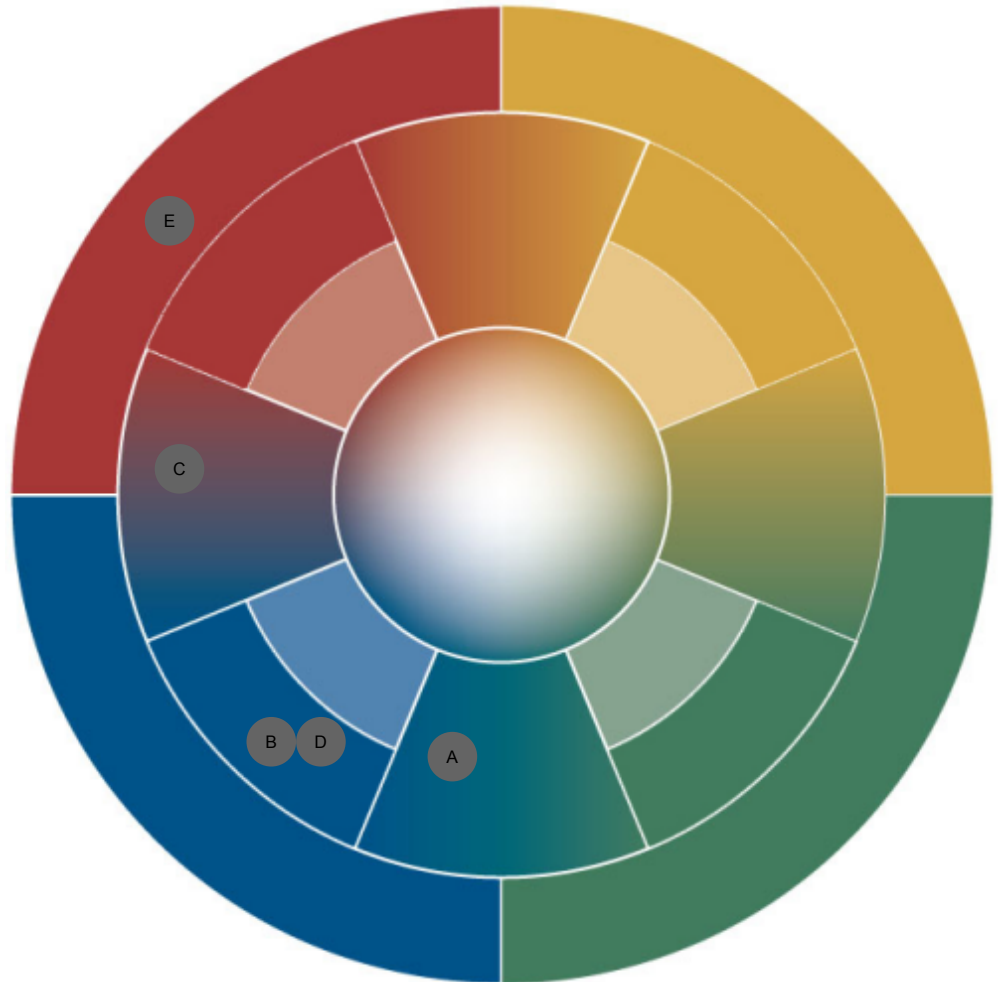


Martin Smith

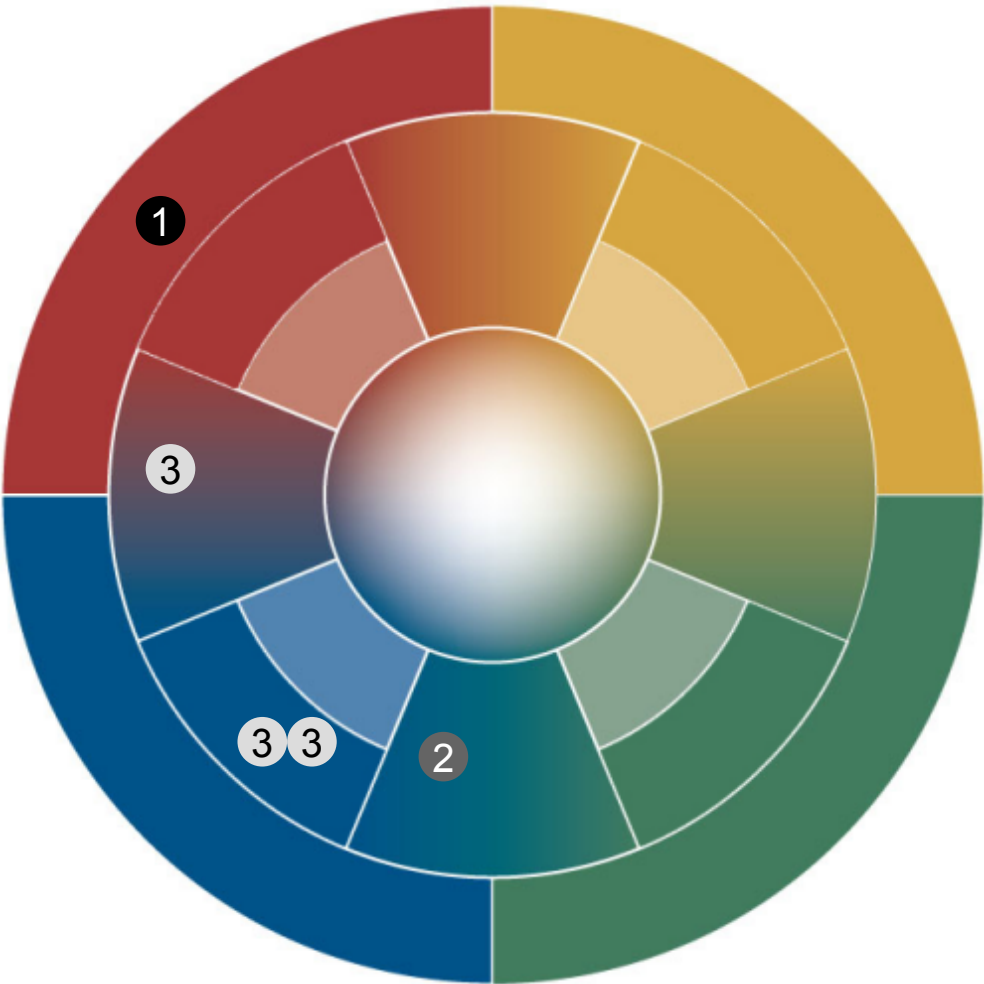


Jet Stone

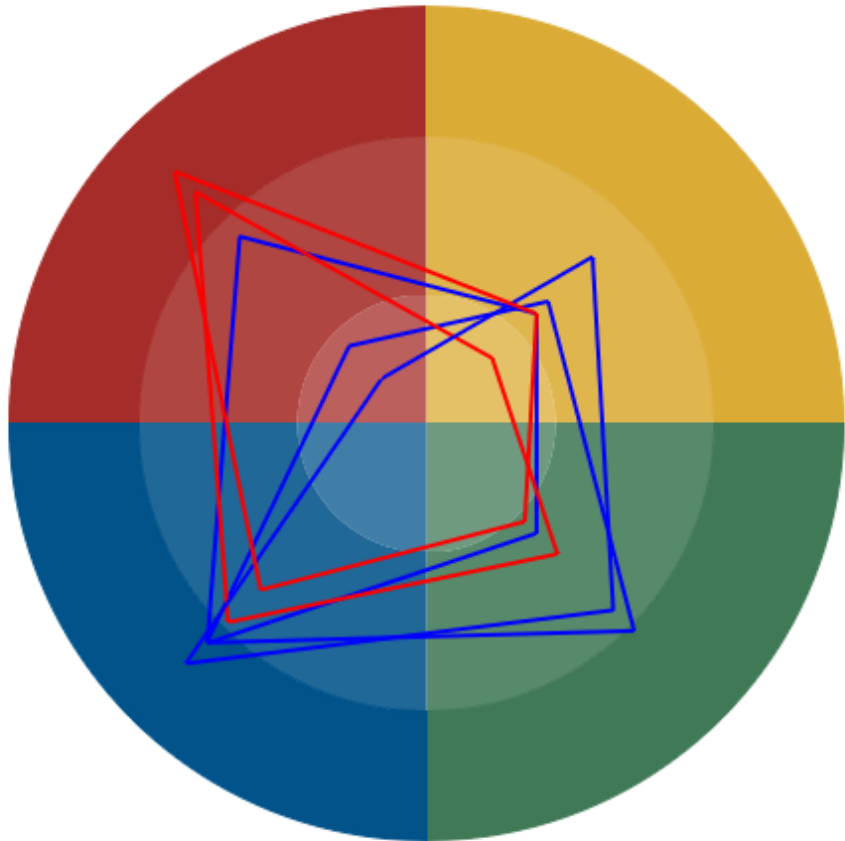




- A : Ben Firestone : Blue and Green Energy
- B : Michael King : Blue Energy
- C : Karl Paine : Red and Blue Energy
- D : Martin Smith : Blue Energy
- E : Jet Stone : Significant Red Energy

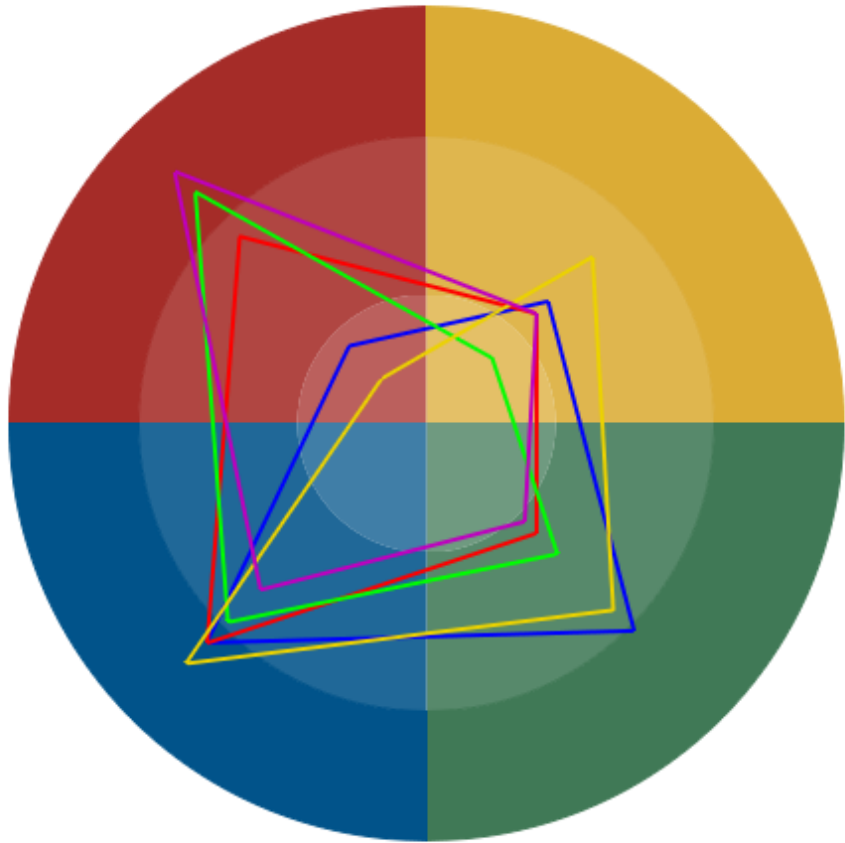


- 1 CEO
- 2 Team leader
- 3 Specialist



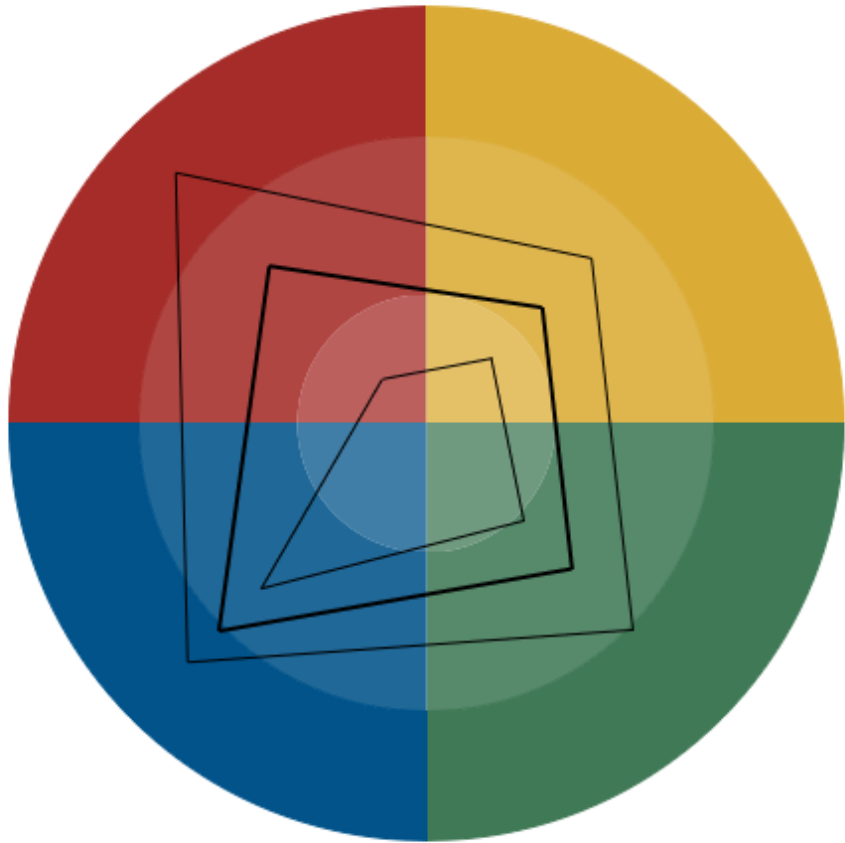
The diagram offers a quick indication of the score for all focus persons.
Shows if there are parallels or deviations between the focus persons.

- 1 : Ben Firestone
- 2 : Michael King
- 3 : Karl Paine
- 4 : Martin Smith
- 5 : Jet Stone



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Shows if there are parallels or deviations between the focus persons.

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The team's total profile

The diagram shows the team's total profile.

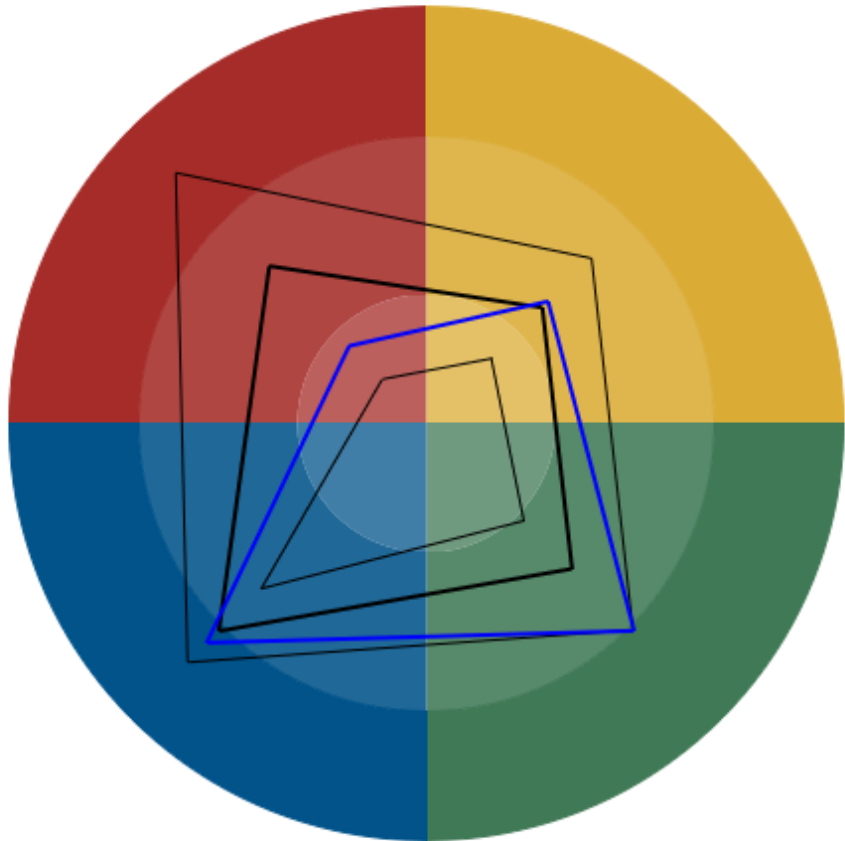
The diagram is based on a calculation of all the focus persons' scores.

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 Ben Firestone 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 Ben Firestone 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 Ben Firestone additional contribution in teamwork

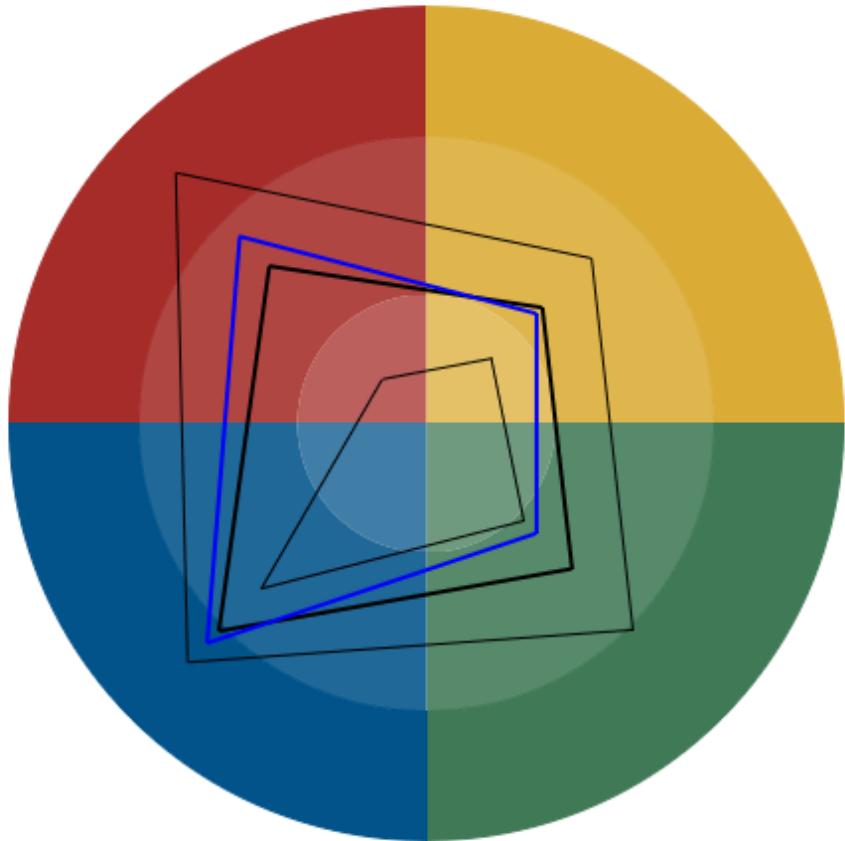
Additional contribution in a team:

- 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

Possible actions

The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Ben Firestone 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*



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 **Michael King** 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 Michael King 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 Michael King additional contribution in teamwork

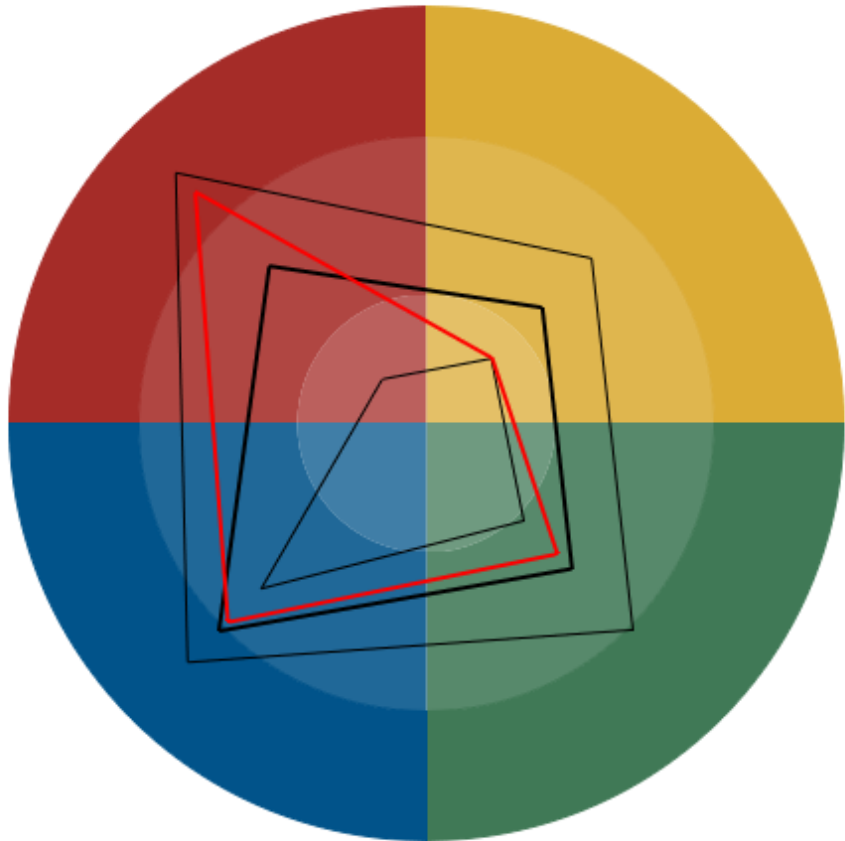
Additional contribution in a team:

- 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.
Michael King 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*



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 Karl Paine 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 Karl Paine 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 Karl Paine additional contribution in teamwork

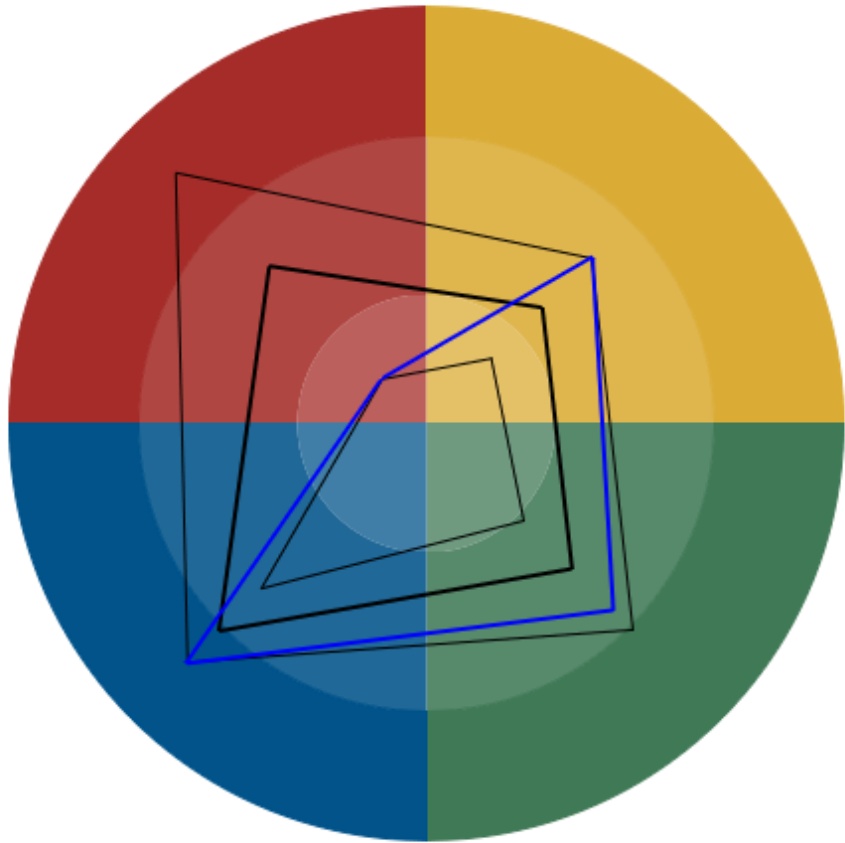
Additional contribution in a team:

- Analytical and systematic
- Highly disciplined
- Persistence
- Sober and objective
- Very perfectionistic
- Effective in the implementing stages

Possible actions

The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Karl Paine 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*



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 Martin Smith 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 Martin Smith 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 Martin Smith additional contribution in teamwork

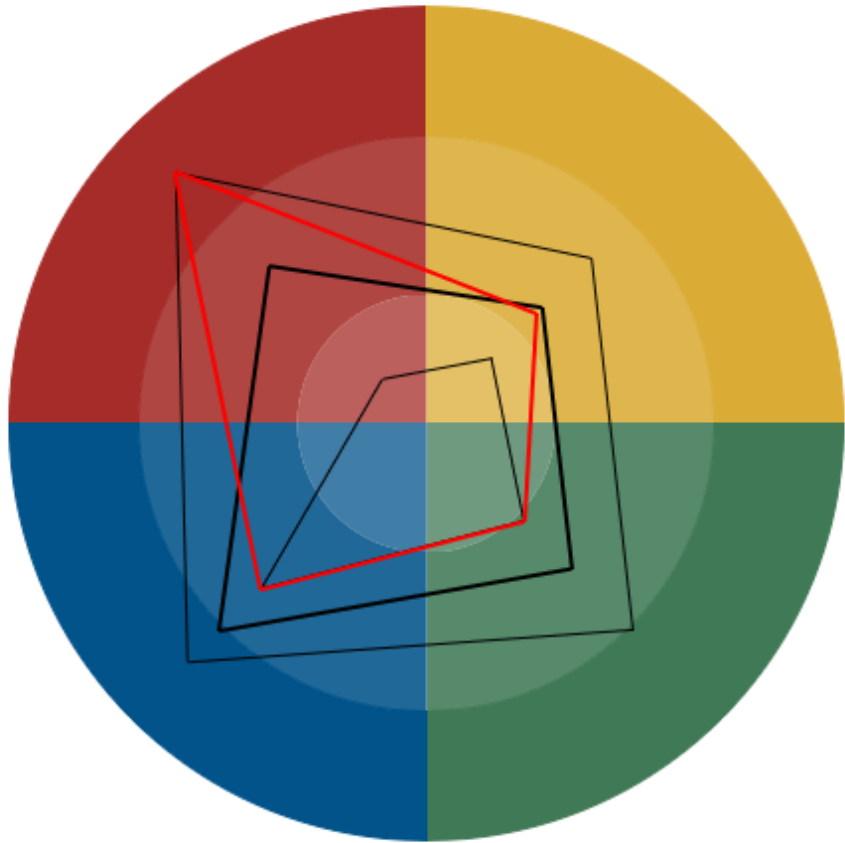
Additional contribution in a team:

- 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

Possible actions

The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Martin Smith 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*



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 **Jet Stone** 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 Jet Stone 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 Jet Stone additional contribution in teamwork

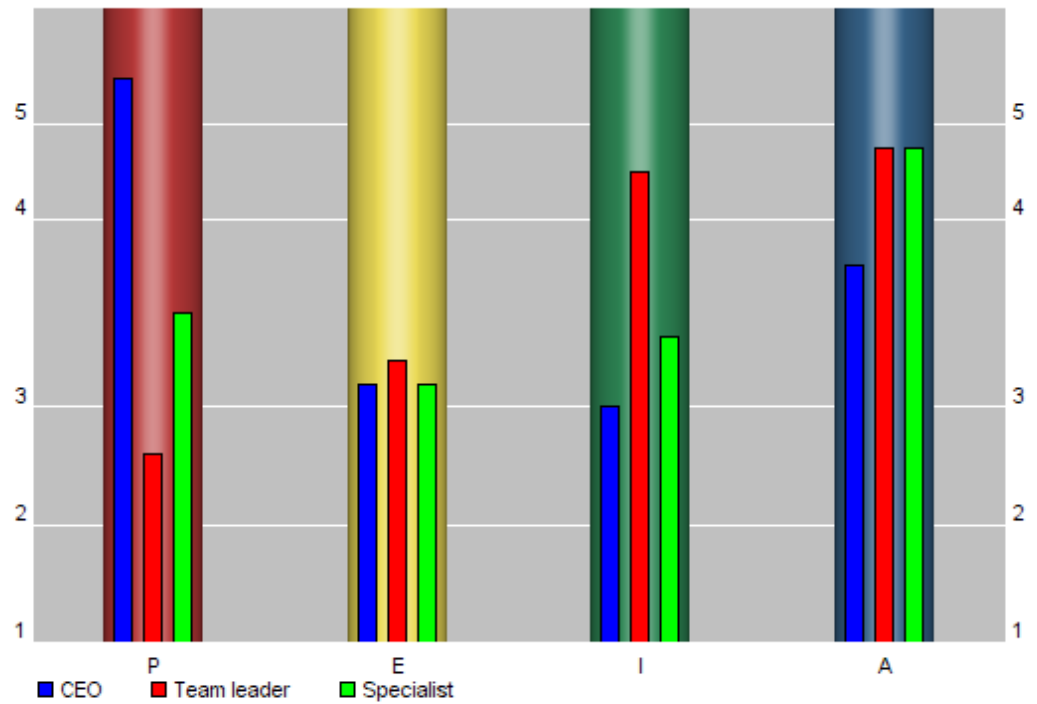
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Possible actions

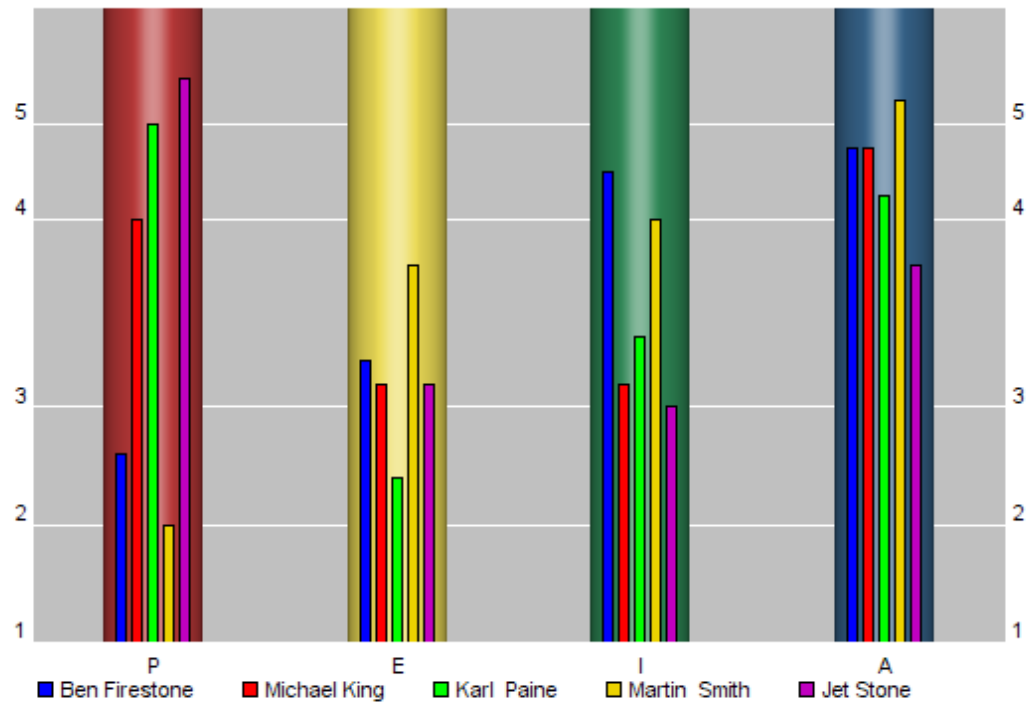
The priorities are defined from the basic assumption:
That one bears his weaknesses into his strengths.
Jet Stone development areas can therefore be:

- *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.



Other Profile and Analysis Tools

e-estimate international offers other profile tools targeted at different areas. Below you will find a short presentation - find more at www.e-estimate.com or contact us at: info@e-estimate.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 for performance development. Quick and easy to use, it is a comprehensive and easy to understand profile.

e-nalyzer

A flexible survey tool for employee and customer satisfaction. Quick and easy to build, it is a comprehensive and easy to understand profile.

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