



TEAM OUTPUT

Work Cycle

Sample web



TEAM REPORT

TEAM MEMBERS:

- bill.smith@example.com (Bill Smith)
- john.doe@example.com (John Doe)
- lucy.white@example.com (Lucy White)
- susan.black@example.com (Susan Black)
- tina.timberlay@example.com (Tina Timberlay)

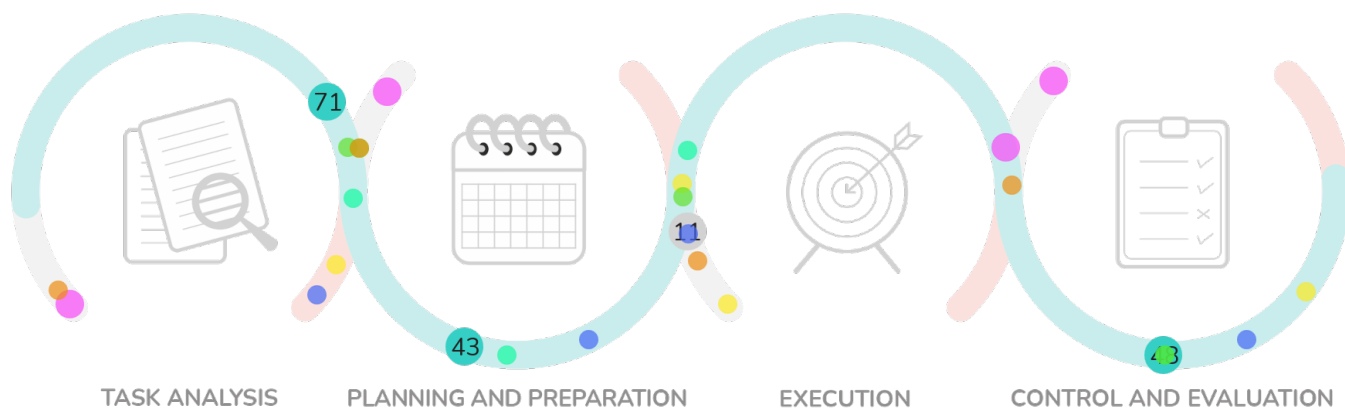
PEOPLE LABELLED AS MANAGERS:

- mia.brown@example.com (Mia Brown)

The results are presented as percentiles. Percentiles tell you what percentage of people in the population appear in a given interval and how the results are weighted. More information on the questionnaire, norms, and population against which the results are compared can be found at <https://www.tconline.eu/products/psychodiagnostics/>.

WORK CYCLE

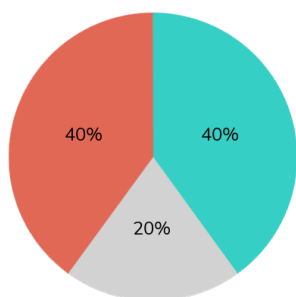
- low representation
- optimal representation
- over-representation



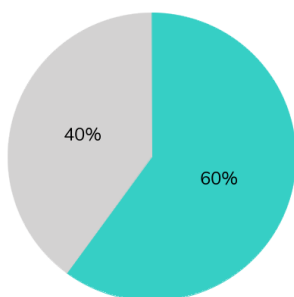
PERCENTAGE DISTRIBUTION OF THE TEAM

The graphs express the distribution of the team in the four basic areas in terms of optimal representation. Thus, they provide information on what percentage of the team is under-represented, optimally represented, or over-represented at a given stage.

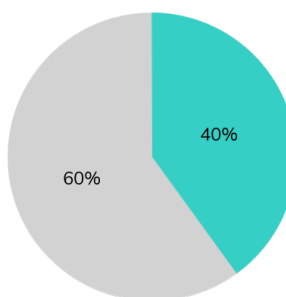
TASK ANALYSIS



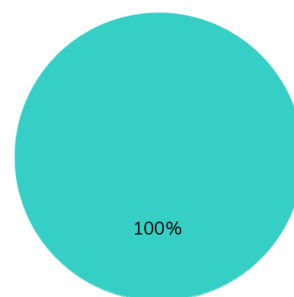
PLANNING AND PREPARATION



EXECUTION



CONTROL AND EVALUATION



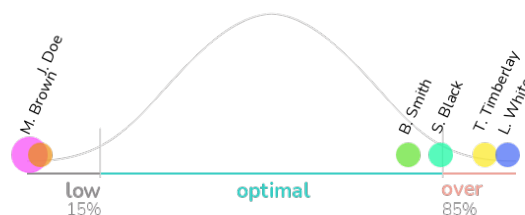
- low representation
- optimal representation
- over-representation

INTERPRETATION OF RESULTS

TASK ANALYSIS



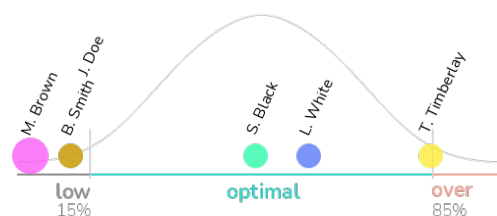
High need to be clear about an assignment. Active inquiry, desire to understand the topic and map it out. Validating expectations of the output. After clarification of the brief, a transition to preparation and planning.



PLANNING AND PREPARATION



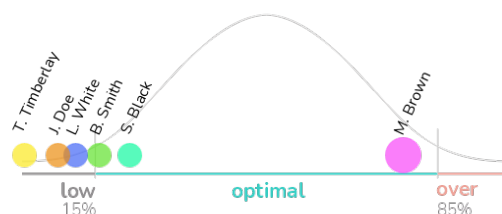
Reasonable planning and preparation for the next step, thinking through the steps and their sequencing. Tendency to cut short or skip the actual implementation after planning and focus on review and evaluation. A high need for constant review for deviation from the plan and a tendency for close scrutiny may lead to caution or passivity in actual implementation.



EXECUTION



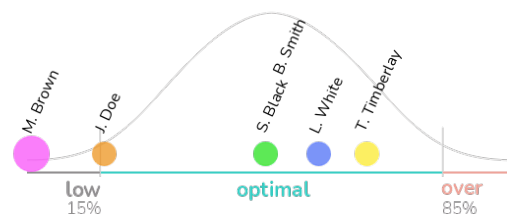
Low activity and low need for personal involvement in the solution. Tendency to avoid personal activities or to leave solutions to others. High risk of passivity and low added value in activities. Despite less personal involvement, tendency to check that the solution has met the brief, or passivity due to fear of failure or error.



CONTROL AND EVALUATION



Reasonable need to evaluate the results, including the process of achieving them in terms of effectiveness.



WHAT I CAN RELY ON

- Ability to go to the root of the problem, trying to capture the essence of the assignment
- Ability to analyze in detail, to look at multiple angles, to proactively try to understand the topic or task
- Tendency not to rush the solution

POSSIBLE RISKS

- Lower need for action, even a tendency to postpone the actual implementation
- Tendency to move more in the field of theoretical considerations, hesitancy
- Lower need for personal involvement, tendency to leave activity to others

RECOMMENDATIONS

- Map out the internal reasons that may hinder implementation (perfectionism, uncertainty, fear of failure, procrastination, etc.) and look for mechanisms and pathways to mitigate them.
- Motivate yourself to move to action, working with a vision of a good outcome. Accept less-than-perfect but feasible and, above all, implemented solutions. Work with the consequences of too much procrastination.
- Ask for help and support early on if you are concerned about a lack of energy, capacity, knowledge, or skills for implementation.