

Facet5 TeamScape

TeamScape Report Daniele Bianchi

Date 01/04/2023

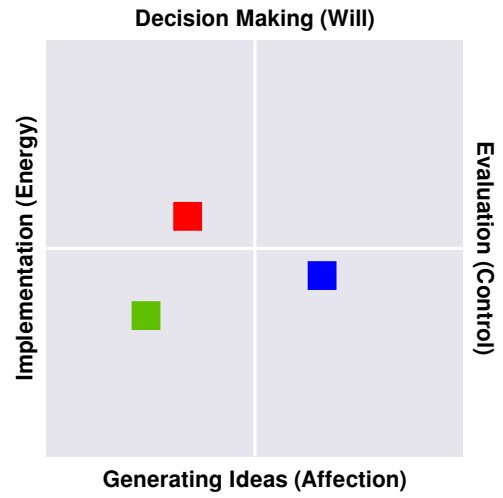
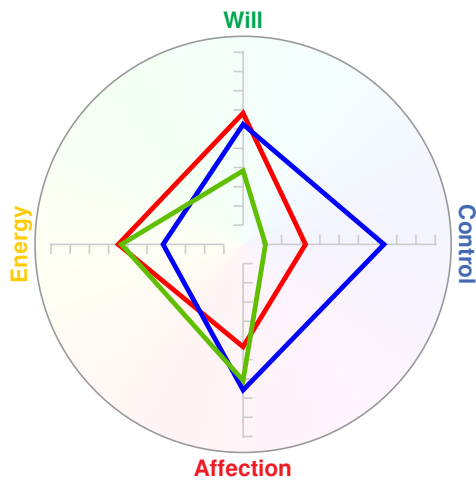
Company PTS (Mktg)

Project Team Development

trusting interested outgoing composed **creative**
accommodating democratic mature collaborative
people-oriented helpful **goal-focused non-judgemental**



Facet5 Profiles of Team Members



Name	Will	Energy	Affection	Control	Emotionality	Family
<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: green; margin-right: 5px;"></div> Bianchi, Daniele Key: Daniele </div>	4 Determination 7,5 Confrontation 1,2 Independence 3,2	6,5 Vitality 5,1 Sociability 6,6 Adaptability 7,9	7,2 Altruism 7,2 Support 7,2 Trust 7,2	1,3 Discipline 1,6 Responsibility 1,6	5,5 Tension 5,9 Apprehension 5	Facilitator
<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: blue; margin-right: 5px;"></div> Ferrari, Maria Key: Maria </div>	6,4 Determination 7,8 Confrontation 5,5 Independence 6	4,3 Vitality 4,6 Sociability 2,2 Adaptability 6	7,7 Altruism 7,7 Support 7,7 Trust 7,7	7,5 Discipline 7,5 Responsibility 7,5	2,8 Tension 1,9 Apprehension 3,6	Traditionalist
<div style="display: flex; align-items: center;"> <div style="width: 10px; height: 10px; background-color: red; margin-right: 5px;"></div> Rossi, Paolo Key: Paolo </div>	7 Determination 8,1 Confrontation 5,6 Independence 7,2	6,6 Vitality 6,9 Sociability 6,4 Adaptability 6,6	5,5 Altruism 6,2 Support 4,8 Trust 5,5	3,4 Discipline 2,8 Responsibility 4	5,7 Tension 7,3 Apprehension 4,2	Promoter

NOTE: The keys listed beneath the individuals' names in the table above are used in charts throughout this report.

Introduction

This report summarises the Facet5 TeamScape results of you and your team.

The report has the following sections:

1. Word Cloud

This is on the front page and is a quick summary of the main themes in your report. More important themes are in larger text. These will be a more visible characteristic in your personality. There are 13 key characteristics based on your personality profile.

2. The Work Cycle

This section describes your fundamental approach to solving problems when they arise. It shows:

2.1 How you appear to other people

- Your natural style based on your Facet5 profile and
- The way that other people see you working.

2.2 The Team Comparison

- How the team compares in terms of personal style and
- How you compare to others in the team

3. Reaching agreement

3.1 Your Orientation including your natural approach and the way others see you.

3.2 Your preferred Tactics looking at the extent to which you and your team apply rules and processes

3.3 The level of Proportionality which indicates the intensity and stress involved in disputes in your team

4. Working with other team members

This section summarises how you may work more effectively with your fellow team members. There is a summary for each person in the team:

4.1 We have broken the table into 5 sections they relate to how you

- Make decisions and set goals
- Engage and implement ideas
- Generate ideas and consider people in the process
- Evaluate ideas and your approach to work
- Identify risk and manage stress

4.2 Within each section there are four statements

- Strength of your relationship
- Risks you may face when working together
- Frustration you may feel when working with this person
- Challenge you can adopt on how to develop your relationship

5. Comments from Reviewers

Showing those areas where you are thought to provide valuable input and those where you might be able to improve.

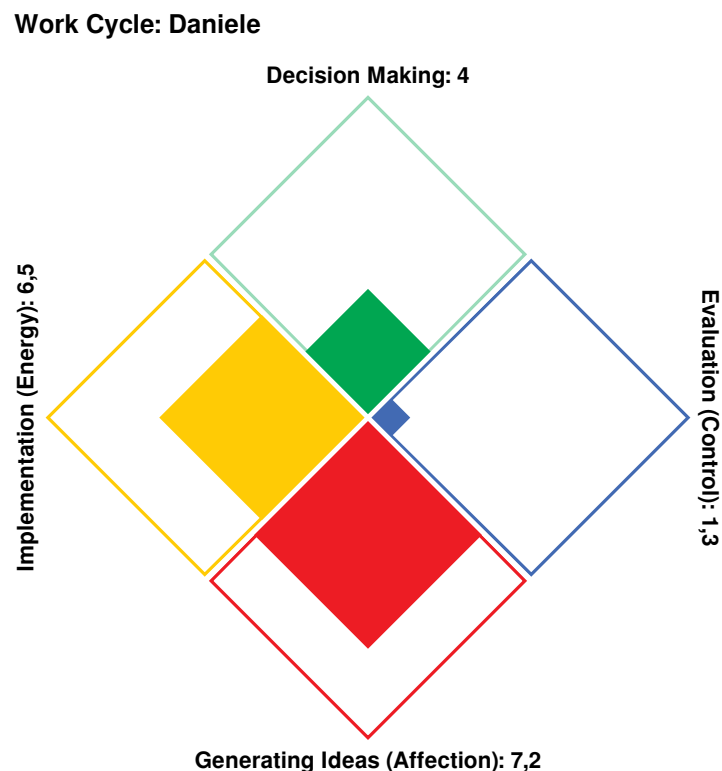
This report is designed to provide baseline information for your team to use to improve team functioning. Your facilitator will use this information to help you and your team to identify those areas where you can capitalise on natural strengths and those areas where, through feedback and disclosure, issues can be resolved.

Your contribution to the Work Cycle

Where you put your effort is influenced by your Facet5 profile. This chart uses your Facet5 scores to draw 4 boxes, one for each phase in the work cycle. The size of the box indicates the phase of the cycle where you will contribute most: your preferred approach. The larger the box, the more you will attend to that phase of the cycle. The smaller the box, the less you will attend to that phase of the cycle.

Remember that the labels on this chart refer to the Work Cycle Phase. Which set of 'Protocols' you are likely to follow depends on your Facet5 scores. For example if your Facet5 score for Will is high (e.g. >7) then you will probably be quick to make a decision. You may find it hard to hold back. If your score for Will is low (e.g. <4) then you are likely to prefer a more Reflective way of working. You would rather wait till all the information is in.

Your chart is shown below.



Natural Style

Contribution:

(these are the capabilities that you naturally bring to the team)

- actively seeks consensus
- willingly tries out new and radical ideas
- supports other people's ideas
- enthusiastic
- talks widely about issues not necessarily directly relevant

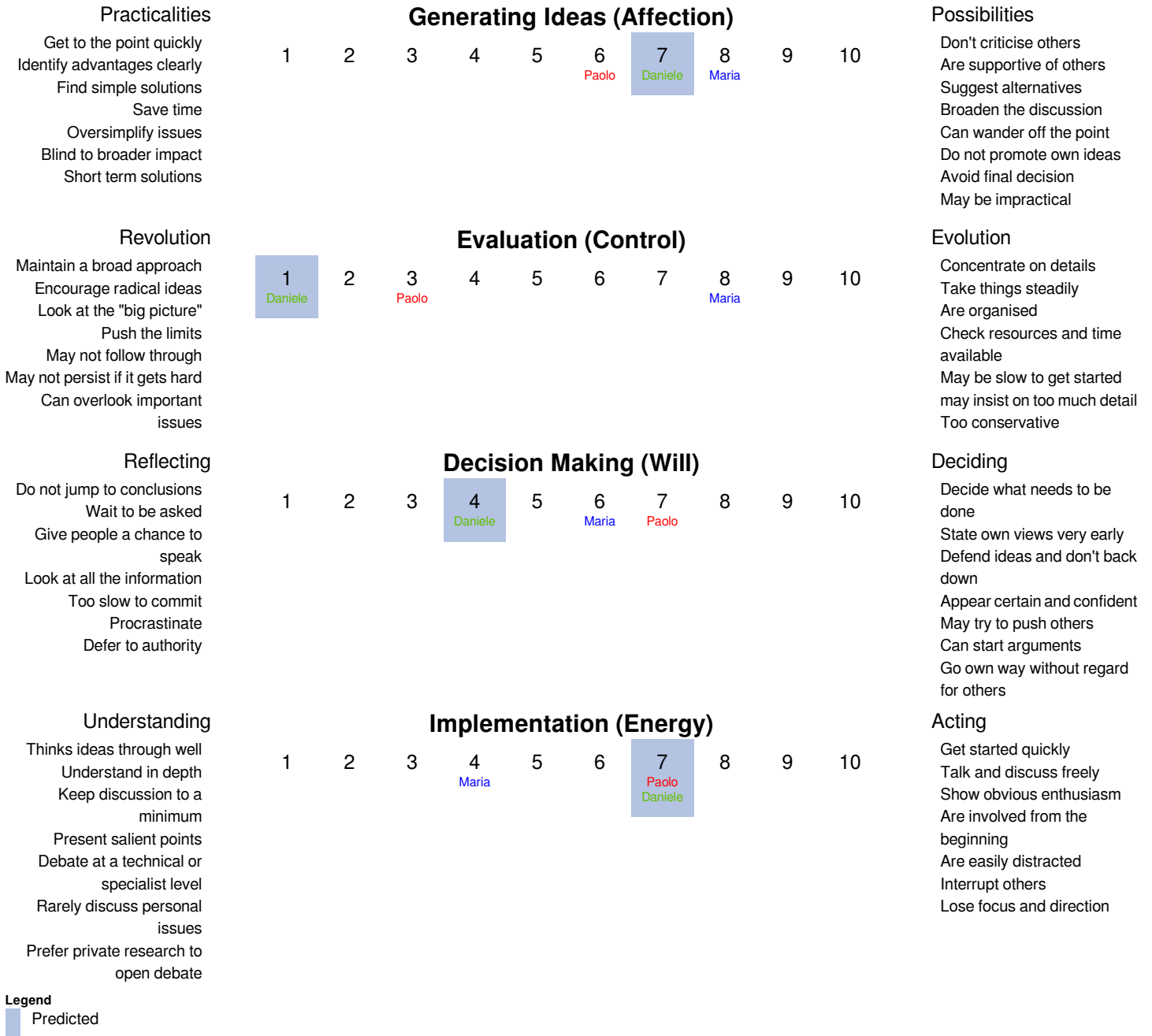
May be seen as:

(these are elements that may make you less effective)

- lack of personal conviction
- interrupts inappropriately
- impractical

Work Cycle: Team Comparison

The chart below shows how this team approaches work and where they will focus their attention. Each chart represents one of the Work Cycle Phases. People with similar scores are grouped together on the line. The further apart people are in a row, the more dissimilar they are in their approach to work. The shaded box shows where you naturally fit in compared to others in the team, based on your Facet5 profile.

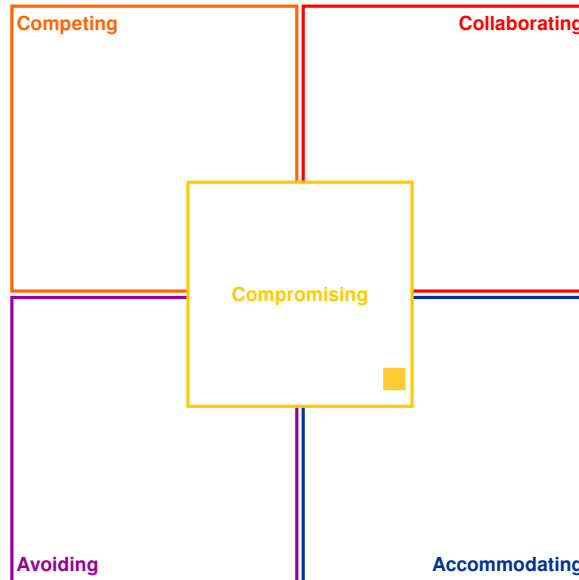


Reaching agreement and resolving disputes

Your Orientation

The chart below shows the orientation you would be most likely to adopt if faced with conflict and disagreement. This is based on your Facet5 scores for Will and Affection.

Orientation: Daniele

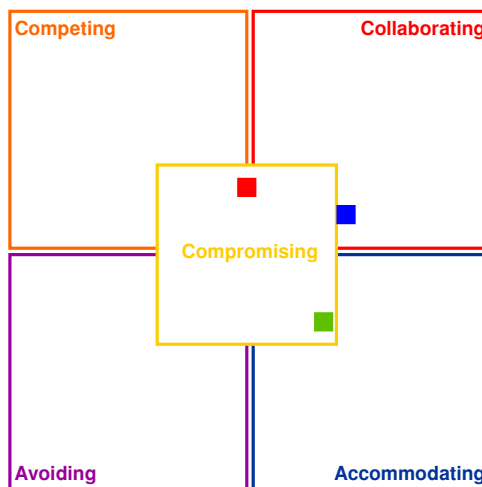


Daniele

Focusses mostly on satisfying others and keeping them happy even at the expense of his/her own wellbeing. A "Lose-Win" orientation - self sacrificing.

The chart below shows your orientation in relation to the rest of the team. Refer to page 2 for the key.

Orientation: Facet5 Scores



Preferred Tactics

This chart shows your natural preference and compares this to the way other people see you.

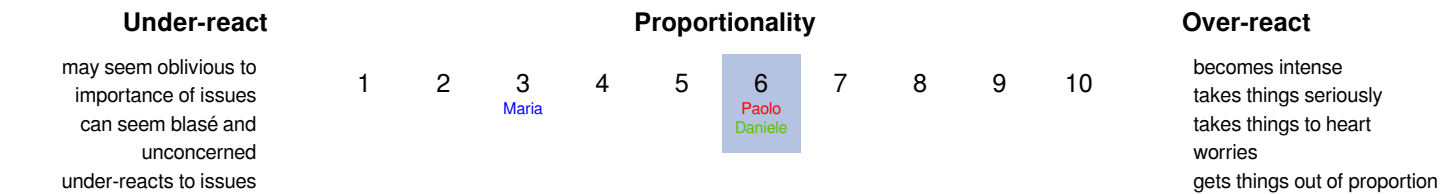


Daniele

Only adheres to rules when they suit. Prepared to interpret guidelines flexibly. Gets involved.

Proportionality

This chart shows the tendency within you and your team to keep cool when things become disputed or to get deeply involved and concerned with the result.



Daniele

Maintains a balanced view. Keeps things in proportion.

May be seen to:

- avoid argument unless seriously challenged
- discuss issues and involve people as appropriate
- focus primarily on others' well-being
- be flexible about process and practices

Legend
 Predicted

Working with...

The following table summarises how you may work more effectively with your fellow team members. Each domain contains four statements: S: Strength of your relationship, R: Risk you may face when working together, F: Frustration you may feel when working with this person, C: Challenge, how you can develop your relationship.

	Decision Making	Implementing, Collaborating	Idea Generation	Evaluation	Proportionality
Ferrari, Maria	<p>S: you provide alternatives as they maintain a focus on the original goals</p> <p>R: you may be asked to decide too quickly without sufficient time to consider alternatives</p> <p>F: you may find it hard to influence them from their original point of view</p> <p>C: prepare the arguments that matter to you, hold your ground</p>	<p>S: you encourage discussion and action while they consider ideas</p> <p>R: you may move too fast and lose their contribution and buy-in</p> <p>F: you may feel they resist action and over think things</p> <p>C: listen to their comments before you act, encourage more frequent conversations and a focus on doing</p>	<p>S: you are more practical while sharing their idealism and people focus</p> <p>R: you may lose sight of practicalities and overly focus on impact on people</p> <p>F: you may become frustrated when you feel discussions lose business focus and necessary decisions delayed</p> <p>C: explore the commercial value of your ideas. Invite external viewpoints to balance and inform your approach</p>	<p>S: you innovate, contributing radical thinking while they provide process and necessary structure</p> <p>R: you may be seen as radical and off message, preferring change for change sake</p> <p>F: you may feel they are unimaginative and slow, holding back progress with too many rules</p> <p>C: logically assess the value of your ideas. Invite them to help you understand how your ideas could work</p>	<p>S: you consider potential risk while they remain confident they can respond</p> <p>R: you may be persuaded to underestimate risk by their confidence</p> <p>F: you may find their approach too casual and unnerving</p> <p>C: ensure risk is objectively evaluated. Don't underestimate your assumptions</p>
Rossi, Paolo	<p>S: you provide alternatives as they maintain a focus on the original goals</p> <p>R: you may be asked to decide too quickly without sufficient time to consider alternatives</p> <p>F: you may find it hard to influence them from their original point of view</p> <p>C: prepare the arguments that matter to you, hold your ground</p>	<p>S: you both share ideas freely and implement with enthusiasm</p> <p>R: you may not think things through carefully, preferring to over engage</p> <p>F: you may be frustrated by what you consider are avoidable mistakes</p> <p>C: focus on the objective and reflect before acting, have all the details been considered?</p>	<p>S: you prefer to speculate about the possibilities and they are more practical</p> <p>R: you may appear less realistic and more idealistic in your approach</p> <p>F: you may feel they restrict options and are less open to possibilities</p> <p>C: demonstrate the commercial value of your ideas and how your options support others</p>	<p>S: you share an free thinking approach to your work with few rules</p> <p>R: you may ignore necessary process and protocols in favour of the radical and new</p> <p>F: you may become frustrated when initiatives remain unfinished and progress is stalled</p> <p>C: stop and question the need for innovation. Who is it serving? What value does it add?</p>	<p>S: you are both balanced with a sense of proportion to the daily stresses of your work</p> <p>R: you may appear dispassionate when an issue doesn't impact you directly</p> <p>F: you may find others see more potential problems than you, creating frustration</p> <p>C: ensure risks and benefits are evaluated fully. Seek alternative input to check your assumptions</p>

Reviewer Comments

Use this space to note the key lessons you have taken from the TeamScape discussions.

Things you do that your colleagues feel do not help the team

Things you do that your colleagues feel help the team