



# TEAMs Style Report Sample



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## Welcome to the TEAMS STYLE PROFILE

From the largest governmental organisation to the smallest workgroup, the value of the team is being recognised and relied upon today more than ever before. The face of business is changing more rapidly than ever before in history. People are reacting to the stress of change and feel a need to come together for strength and security. Teams are a natural response. But in some arenas, the use of teams is seen as some sort of panacea; the final, ultimate answer to every problem. The slogan "Together Everyone Achieves More" is being hiked from the break room to the board room; however, as many companies are painfully finding out, saying it doesn't make it so. Creating a vibrant team is a difficult thing to do. There is a vast difference between a group and a team.

Well-constructed teams produce results and have a flow of energy and ideas that are easy to see. They get the job done. More than that, they truly accomplish more as a team than they ever could have accomplished working on the same tasks alone. When a group of individuals comes together and actually becomes "a team," they generate a synergy within the team that invigorates, rejuvenates, and spawns greater creativity and insight. Good teams take on a vibrant life of their own; however these types of teams do not just happen because people have come together to work on an issue or project. Individual members of the team need to be intentionally placed within the role that best matches their personality, values and team dynamic. For a team to have life, and for tasks to be accomplished, proper positioning of team members is critical.

Matching the right individuals to their proper role in the team is a difficult task. The sad fact is that most teams aren't "alive;" they aren't actually teams at all. In reality, they are little more than collections of individual relationships to the boss or manager, not really working together, but competing for the "3 P's" - Power, Prestige, and Position. These types of "teams" are worse than non-productive; they are counterproductive.

## How does one create an effective team?

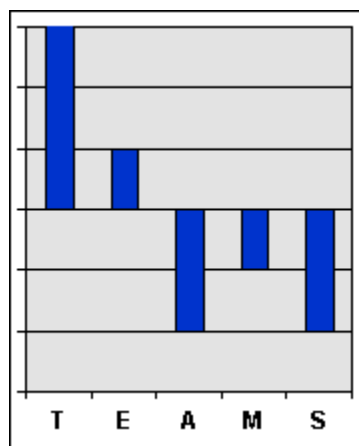
An effective team has a natural structure, and the team leaders must deliberately place individuals into roles that maximise their personal effectiveness and efficiency. This strategic placement allows the member of the team to build the relationships that create the synergy, vibrancy, and creativity that characterises a "team of champions." Experienced leaders recognise that there are five critical elements to a successful team: theory, strategy, analysis, management and execution. Each team member will have skills in some, but not all, these five areas. How can a leader assess the strengths of team members and strategically position each one in their proper team role? That's where The TEAMS Profile™ provides the leader with the needed information.

The TEAMS Profile™ is the result of many years of combined experience and research in the areas of leadership and personal interaction, and will provide team members with incredibly accurate insights into team roles and team dynamics. The results of The TEAMS Profile™ will give the leader the information required to strategically place each person in their best position to maximise their effectiveness. We invite you to embark on a journey into applied team dynamics that will change the way you look at and evaluate teams, and make you a more effective team member of every team you join.

# The Teams Style GRAPH PAGE

The Teams graph is a wonderful tool that helps you visualise your Teams style. You can see the intensity of each of the five core styles. The higher the number value (10-50) in each column, the greater the energy expressed towards that particular Teams style. You should be most concerned with the points above the midline at 30. These are your Teams strengths. The remainder of this profile focuses on the qualities and characteristics of each of the five core styles. If you have only one point above the midline, you have a pure Teams style. However, pure Teams styles are rare.

The Teams styles of most of the population are a combination of two or more styles above the midline. Take a look at your highest point and where it falls in relation to the other four points on your graph.



# The Five Core Elements of The TEAMS PROFILE™

## Introduction

For more than two decades, consultants from The Institute of Motivational Living have worked with a wide variety of international organisations, corporations and government entities in the arena of strategic planning, personal interaction, conflict resolution, team building, proper hiring, effective training, and other interpersonal issues. We have spent over twenty years helping our consulting clients achieve the fullest possible potential within their organisations by focusing on the single asset upon which they have the most impact - PEOPLE. We have watched organisations that have chosen to focus on relationships grow, succeed, and become highly profitable; and we've watched others ignore (or even manipulate) their people and take the fast track to oblivion, bankruptcy, or both. Like it or not, the old adage is true: "Companies don't succeed, people do."

One of the most successful methods of helping people succeed is placing them within effective teams. This maximises their interpersonal skills in a way that guarantees a positive impact on the organisation. Well-placed team members are unquestionably more creative, more productive and more profitable than the best "lone wolf" out there. The ability to place someone in their most effective position on a team requires two skills. The first is a thorough understanding of the core team roles - Theorist, Executor, Analyser, Manager, and Strategist. The second, and by far the most difficult, is determining which combination of the five core team roles a person is best suited to fill.

The TEAMS Profile™ accurately measures the internal, natural role that a person will play on a team, and what their most effective role will be. It makes the task of determining proper team placement easy, simple, and (best of all) fast.

Following is a brief overview of each of the five core team roles. As we discuss these, please keep in mind that these names describe function, not position.

# Teams Style Overview

## **Theorist**

### **General Characteristics...**

The Theorist is the member of the team who generates ideas, models and hypotheses. They have the capability to exhibit a high task orientation while remaining very sensitive to problems. Theorists have an innate ability to see problems and situations from different vantage points and thereby develop ideas and solutions that others may overlook. They are creative, determined and analytical in their approach to effective problem solving, and are highly unwilling to accept a "quick fix." Theorists initiate changes and improvements. They tend to be determined individuals and are often very sociable. These are the people who excel at "thinking outside the box." When they also possess high levels of interpersonal communication skills, they can be very effective at recruiting people to help implement their ideas. Theorists are a source of fresh insights, innovative concepts, inventive and unique approaches, and ground-breaking proposals. Once the ideas have been generated, Theorists will interact well with Strategists and Analysers to determine the best methods for implementing their ideas.

# Teams Style Highlights

Highlighting Your Individual Style

## Theorist

- Productive
- Explorer
- Practical
- Visionary
- Confident
- Optimistic
- Courageous
- Fast Moving
- Goal Driven
- Decisive
- Unique Insights
- Organised
- Task Focused
- Problem Solver
- Negotiator
- Determined
- Stimulates Activity
- Focused

# Theorist

## **Role:**

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## **Value to Team:**

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## **Core Strengths:**

Theorists are creative problem solvers. Their primary team strength is their excellent ability to see problems from a new angle. Theorists see solutions that others do not. Their conceptual developments often go beyond the obvious to the unique. They possess an uncanny ability to provide an accurate assessment of the present situation and the necessary steps to follow. They interact very well with Strategists. Theorists are not afraid of new ideas and will often take a thorough and methodical approach to problem solving that examines several possible solutions. Many Theorists have strong, well-developed communication skills. They are able to negotiate conflicts by taking positive action and presenting several options that consider all possible avenues.

## **Potential Limitations:**

The Theorist loves new ideas, and may have a tendency to focus on generating new ideas rather than focusing on completion. They need deadlines and will benefit from high levels of interaction with other team members who have the ability to help them focus on follow-through. When appropriate, their creative energy needs to be directed towards the implementation of their ideas rather than the creation of new ones.

## **Blend Style**

# Theorist-Executor

### **Overview:**

Theorist-Executors are creative thinkers who can generate both the ideas as to how a project might best be advanced and work the plan to make those changes come to pass. They are sociable and friendly. They also like to drive situations and be a leader. They accomplish tasks through their social skills; they are caring and accepting of others. They concentrate on the task at hand until it is completed, and are willing to ask others to help them complete it. Theorist-Executors are happy to share the credit with the team; they are team players but also team leaders.

### **Value To Team:**

Creative, active, confident, goal driver

## **Communicating About TEAMS**

**Which of your TEAMS values are above the midline on the graph?**

**What is your primary TEAMS Profile™?**

**What are the strengths that you bring to your team?**

**What are the potential limitations of which you should be aware?**

**With what TEAMS styles will you be most compatible?**

**Which TEAMS styles will require the most effort from you in order to maximise team interaction?**

**Building an  
Effective TEAMS Relationship**

Name	TEAMS Style	What may cause tension and conflict?
1.		
2.		
3.		
4.		
5.		

**Action Plan for:**

These are things I will try to do: