

Hire the  
right people



[www.hiretheright.com](http://www.hiretheright.com)



## OUTPUT REPORT

Team profile

**John Doe**

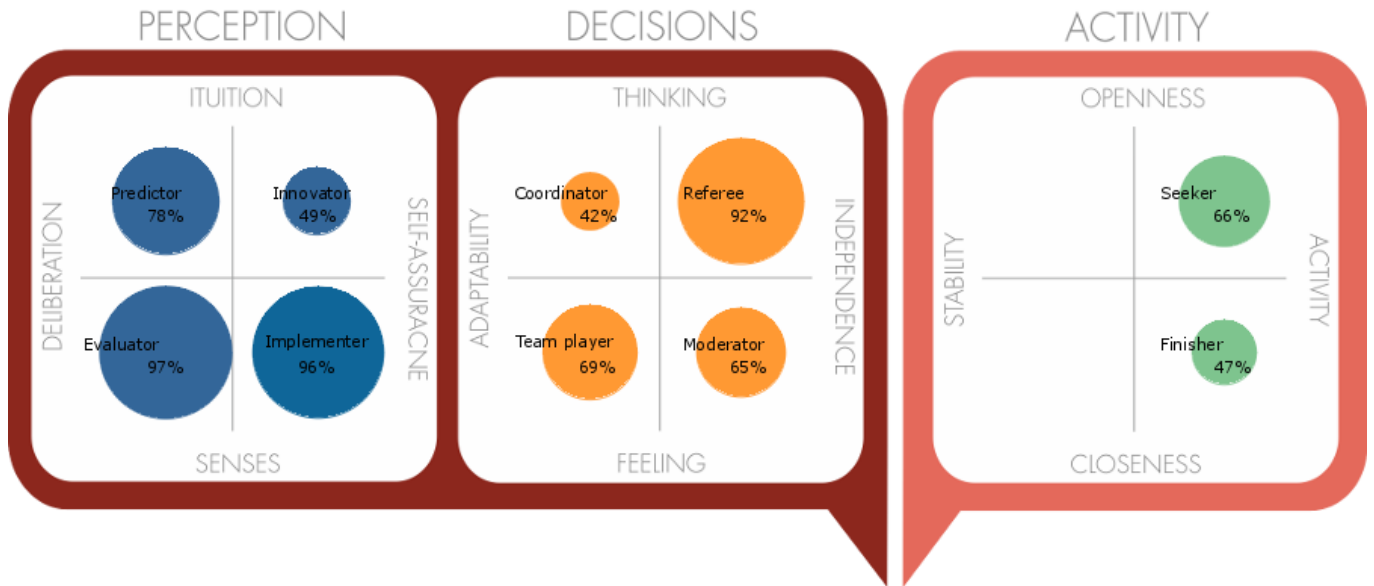
[john.doe@example.com](mailto:john.doe@example.com)  
January 17, 2018



You now hold in your hands a report from the Team Profile questionnaire. This questionnaire looks into which team roles are currently the most typical for the given person. It is natural that each of us takes on different roles, it is important however to measure which ones are more predominant and, on the other hand, which ones are more secondary and then apply our own interpretations accordingly.

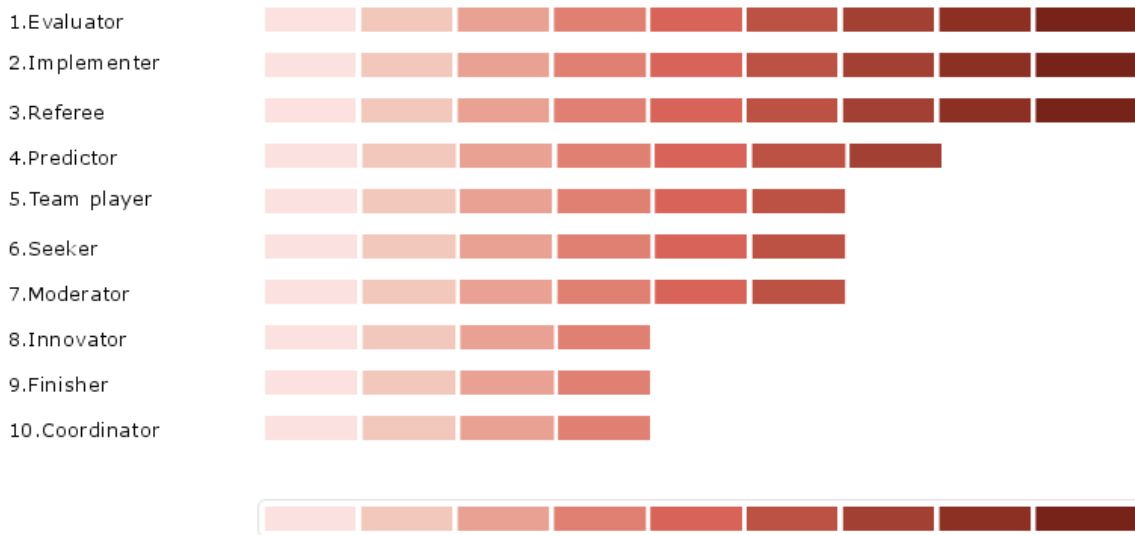
None of the roles is more useful or advantageous than others. A team profile is a reflection of the situation in a given team, the needs and requirements that are imposed on us, and can therefore evolve over time.

### TEAM ROLE PREFERENCE DISTRIBUTION



The chart shows results in the form of percentiles.

### TEAM ROLE PREFERENCE RANKING



## DESCRIPTION OF THE THREE MOST PREFERRED TEAM ROLES

### 1. EVALUATOR

Carries out analyses, points out facts and information. Emphasises revision in order to make the proposed solution possible to implement. Keeps the team's feet firmly on the ground. Structures collective work, tries to bring order and method. Calls for specifics rather than vagueries. Points out discrepancies.

#### STRONG SUITS

- eliminates mistakes caused by oversight and carelessness, can work with large amounts of information, is succinct and exact

#### POTENTIAL RISKS

- inhibits group work, insists on details, predisposed to work within a very narrow scope

### 2. IMPLEMENTER

Works with facts and information, filters off assumptions and conjectures. Determines a methodology for the group, insists on adherence to it. Excels at orienting themselves in assignments and conducts and coordinates others towards valid solutions. Is specific, pragmatic, returns others to the task in hand.

#### STRONG SUITS

- fast, hard-working, helps move group work towards the goal, organises, divides work, structures group activity, emphasises preparation and knowledge of the problem

#### POTENTIAL RISKS

- can be curt and abrupt to less practically-minded people, does not give them space, does not tolerate other people's mistakes, takes good performance for granted, does not praise or motivate

### 3. REFEREE

Sets the rules, conditions and work methods for the team. Considers and evaluates other people's opinions. Is impartial, and even in extreme situations does not get involved, and is capable of formulating a succinct evaluation. Emphasises logic, relies on own judgement only.

#### STRONG SUITS

- independent, decisive, keeps perspective and distance, is just, steers the team rapidly towards results

#### POTENTIAL RISKS

- can be hard, even unscrupulous to others, considers own solutions as the only right ones, disregards the atmosphere in the team

## LEAST PREFERRED TEAM ROLE

### ▪ COORDINATOR

Emphasises the efficiency of selected methods, organises team work so that the objective is accomplished and maximum performance delivered. Aware of the needs, abilities and demands of others, works with them accordingly and takes them into account when resolving issues. Creates the conditions for cooperation.

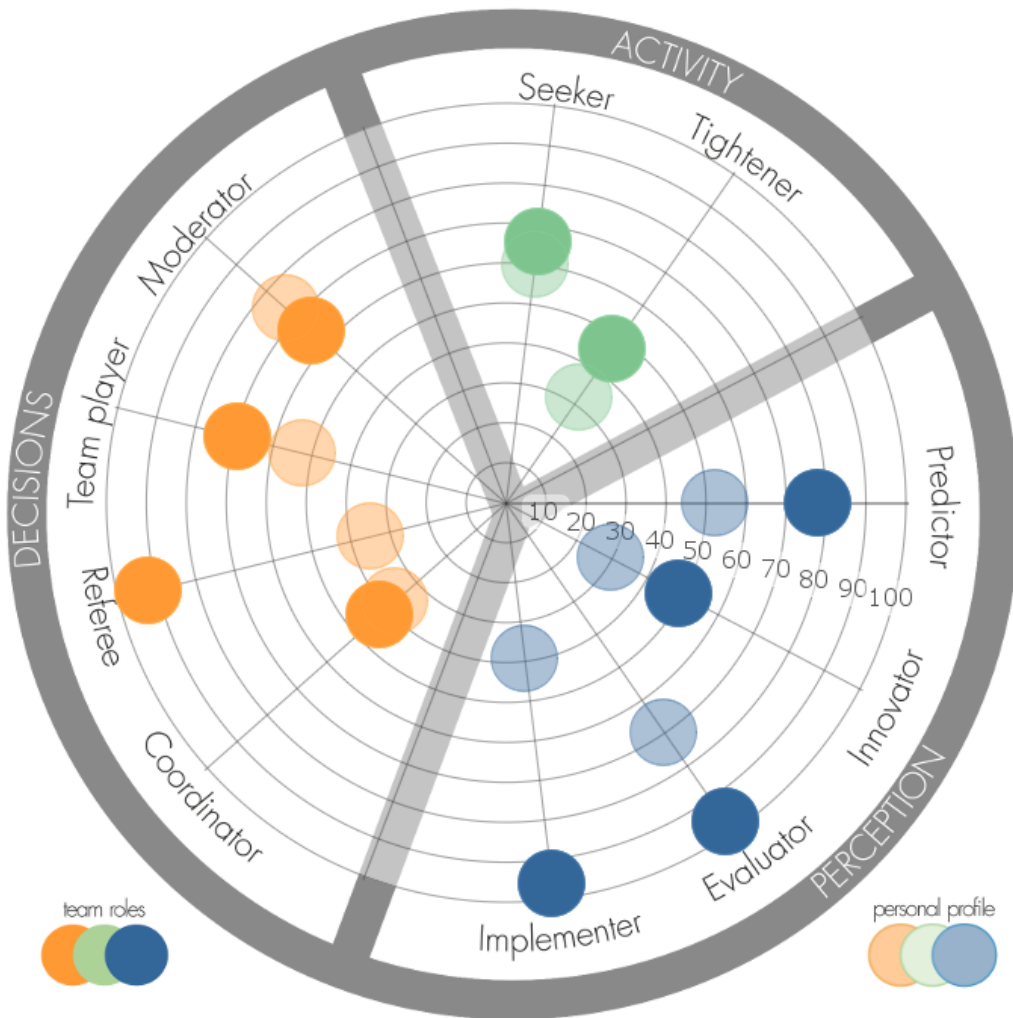
The team roles we take on can but do not have to be a reflection of our natural personality setting – so it is a good idea to connect this questionnaire with reports from the Multifactor Personality Profile questionnaire. Because the data are available, the following part is focused on possible harmony or disharmony of the personality and team roles that are taken on.

Where there is strong harmony it can be expected that in those roles we feel at home and comfortable in the long term. On the other hand, where there is less harmony we can feel certain internal tension or long term discomfort in the given role.

The chart can therefore point us to the roles that we take that are not natural for us or the other way around, show us the roles we have personality predispositions for, but which we do not use at the moment.

### TEAM ROLES AND PERSONALITY PROFILE

Harmony between team and personality profiles: **84%**



This chart compares the results of the Team Profile and the Multifactor Personality Profile questionnaires. The scores achieved in the Multifactor Personality questionnaire are transformed into assumptions for individual team roles based on the basic scales shared by both questionnaires. The match of given profiles is based on their percentual match which is shown by their relative distance in the chart.

## INTERPRETATION OF TEAM AND PERSONALITY PROFILE HARMONY

These results indicate a high level of harmony between assumed roles and personalities. Such a level of agreement allows long-lasting personal comfort in the given team roles and reflects a high level of content with them, which leads to stability and sustainability over time.

## AREAS IN WHICH THE PERSONALITY PROFILE SUGGESTS FAST FUTURE DEVELOPMENT

*It is typical for these areas that the personality assumptions predispose this person more to the given team role than to the preferred role.*

- ability to dazzle and convince with discourse, be a good speaker, ability to shape the results of the group using various techniques
- ability to come up with ideas, original thoughts, ability to energise and inspire the team

## AREAS IN WHICH THE PERSONALITY PROFILE SUGGESTS LESS EFFICIENT FUTURE DEVELOPMENT

*It is typical for these areas that the given team role is preferred significantly more than how much the personality assumptions indicated.*

- ability to organise, assign tasks, emphasise preparation, confirm the validity of the information in hand.
- independence, ability to evaluate other people's opinions impartially, ability to set rules and conditions