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TEAM OUTPUT

Team profile

TEAM REPORT

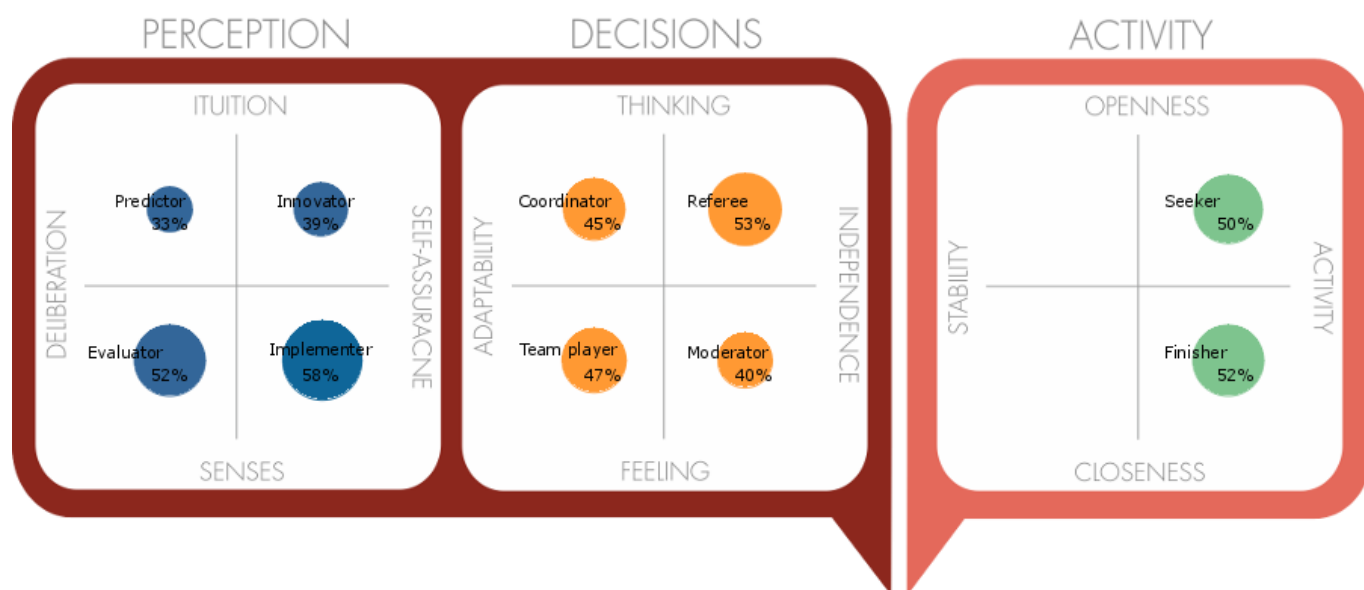
TEAM MEMBERS:

- bill.smith@example.com (Bill Smith)
- jack.white@example.com (Jack White)
- jane.moon@example.com (Jane Moon)
- jeremy.johnson@example.com (Jeremy Johnson)
- john.doe@example.com (John Doe)
- mandy@example.com (Mandy Moon)
- mia.brown@example.com (Mia Brown)
- tina.timberlay@example.com (Tina Timberlay)

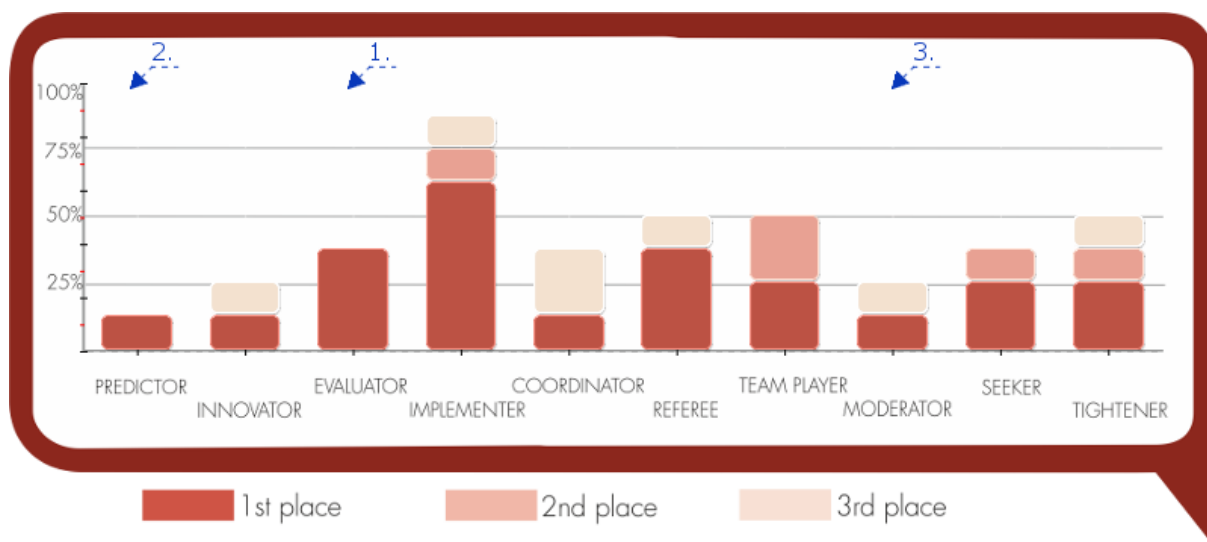
PEOPLE LABELLED AS MANAGERS:

- susan.black@example.com (Susan Black)

TEAM PROFILE



THE MOST PREFERRED ROLE IN A TEAM (RANK 1-3)



Note: The chart shows preferred team roles in the order of 1-3 for the group of participants

PRIORITY AREAS FOR THE DEVELOPMENT ACTION PLAN

1. 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.

STRENGTHS

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

POSSIBLE 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

2. 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.

STRENGTHS

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

POSSIBLE RISKS

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

TEAM PLAYER

Helps others, recognises their needs and wishes, expresses support. Is friendly, cares about others; of own accord asks for feedback and support from the team. Is a good listener, senses changes in mood quickly. Builds up a helpful atmosphere and good relationships. Tries to mitigate conflicts.

STRENGTHS

- contributes to a positive team atmosphere, supports and encourages others, mitigates conflicts and disputes

POSSIBLE RISKS

- takes criticism as total rejection, is oversensitive, burns out easily, is unable to accept clear decisions

FINISHER

Suggests proceedings step by step, plans, schedules activities in a timely manner. Turns the team back to suggested proceedings, keeps track of current situation at all times. Ability to rapidly lead the team to perform at a high level. Insists on and encourages set goals actually being achieved. Is hard-working, takes on tasks himself/herself.

STRENGTHS

- keeps the team active, insists on achieving the goal, structures work, extensively participates in group work

POSSIBLE RISKS

- gives in to urgency, tends to overload himself/herself as well as the team, tends to do everything by himself/herself, doesn't believe in other people's abilities, delegates less frequently, often pays too much attention to less important matters

3. 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.

STRENGTHS

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

POSSIBLE RISKS

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

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.

STRENGTHS

- tries involving others in cooperation, motivates them for good performance, works with other people's suggestions, considers options, organises team in their drive towards the objective

POSSIBLE RISKS

- proceeds on their own assumptions, does not ask many questions, rarely puts their own ideas forward

SEEKER

Comes up with many ideas and thoughts, inspires others. Is active, encourages changes and innovations. As part of a team, he/she is energetic, improvises and presents imaginative solutions. Their input is not always original but seems fresh. Is especially active during the brainstorming or development stage.

STRENGTHS

- comes up with ideas, suggests numerous solutions, points out external sources, energises and inspires the team

POSSIBLE RISKS

- underestimates preparation, is less organised and easily overwhelms the team and themselves with suggestions without achieving the goal, lacks patience, loses interest quickly