



Post-hire

Objective: Helps team leaders get the most from every member of the team and effectively guide the way to the achievement of team goals. The analysis shows the attributes of each team member, highlights team strengths, and flags potential problems.

Measures:

- Team balance
- Strengths and weaknesses of the overall team
- Describes each team member's characteristics compared to the team leader's characteristics on twelve key team factors:
 - ✓ Control
 - ✓ Social
 - ✓ Patience
 - ✓ Precision
 - ✓ Ambition
 - ✓ Positive Expectancy
 - ✓ Composure
 - ✓ Analytical
 - ✓ Results Orientation
 - ✓ Emotions
 - ✓ Team Player
 - ✓ Quality Orientation

Used For: Building teamwork.

Time to Take: 15 minutes, results sent immediately via email.

Report:

- Team Leader Report describes methods a leader can use to maximize the performance of each team member and what role the leader must play.

Validation Study: 1998, 2001

Administration: Internet, Paper/pencil