

TeamQ Indicator™ Individual Report

Ahmad Kamal

Go Grow



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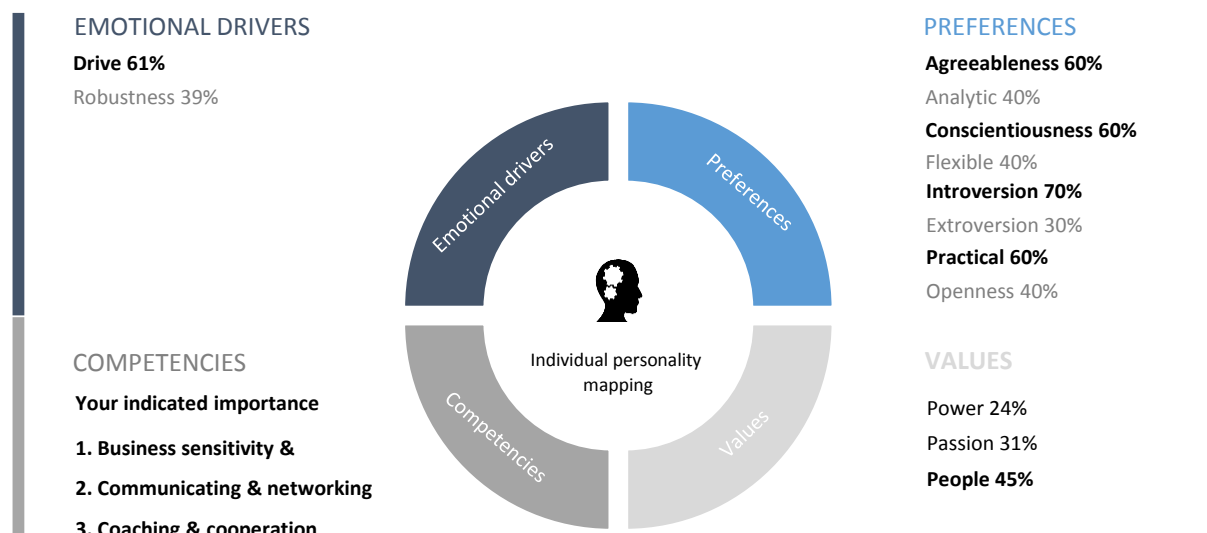
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Core Contribution in Teams

- Preferred Group Role
- High Performance
- Project Stage Contributions
- Competencies
- Inter-relational Synergy Potential

High Performance

- Teams with a high degree of HPP have a true sense of
- Cooperation, trust and sense of togetherness
 - Goal articulation, understanding and commitment to common goals
 - Result orientation, no-holds-barred discussions and feedback on ideas and basic premises
 - Innovation, continuous focus on strategically important creativity and new ways of working

Cooperation
Goal articulation
Result orientation
Innovation



Competencies

Competencies are sets of behaviours that are instrumental in the delivery of desired results. In a business context, they are behaviours that support the attainment of organisational objectives.

Leadership & direction
Coaching & cooperation
Communicating & networking
Researching & concluding
Discovering & creating
Planning & executing
Meeting & maneuvering
Business sensitivity & awareness



Preferred Group Role

Action-oriented 31%
Thought-oriented 35%
People-oriented 34%



Project Stage Contributions

- Stage 1 Design stage:** Creating a vision for potential solutions and collecting data.
Stage 2 Decide stage: Setting the direction of and managing the activities of the team.
Stage 3 Drive stage: Driving and resourcing the tasks to get the work done.
Stage 4 Deliver stage: Keeping everything together and delivering solutions on time to meet goals and objectives.

Stage 1: Design
Stage 2: Decide
Stage 3: Drive
Stage 4: Deliver



Inter-relational Synergy Potential

The team's collective starting point for managing conflicts and bridging differences in value sets and inter-relational orientation (i.e. the different needs people have when working in a team). Inter-relational Synergy involve addressing and managing: Basic trust, conflict, degree of commitment, accountability and team result focus.

Basic trust
Open debate
Confident commitment
Confronting responsibility
Team result focus

