

TeamQ Indicator™ Individual Report

Casper Meyer

Go Grow



# ACHIEVING HIGH-PERFORMANCE LEADERSHIP TEAMS

We enable teams to succeed  
by predicting outcome, now

#####

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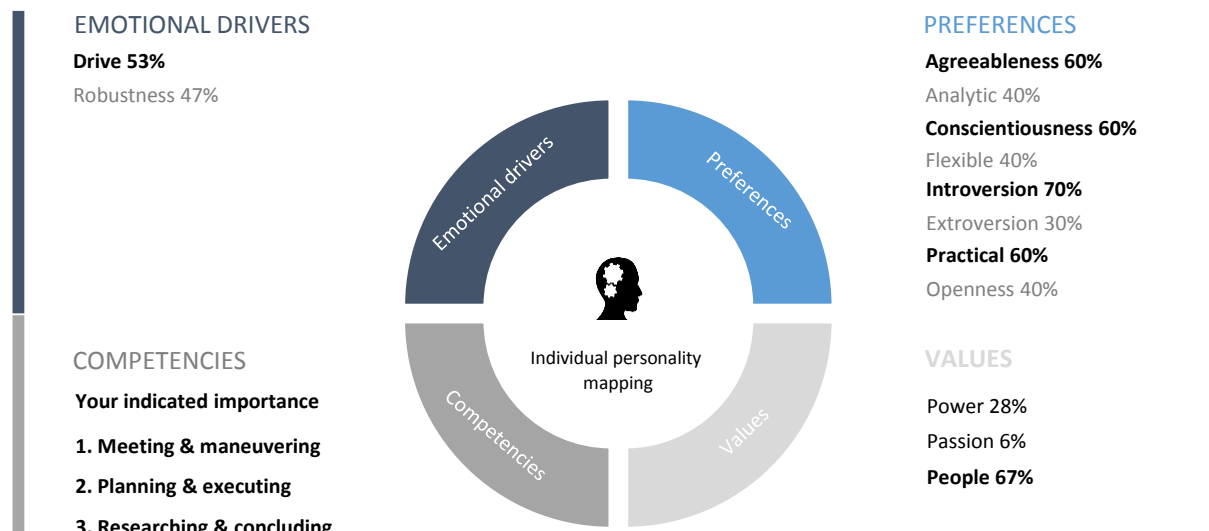
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### Core Contribution in Teams

- 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 34%  
Thought-oriented 33%  
People-oriented 33%

### 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