

# Use Data Science to Build Winning Teams

A.I. driven talent analytics platform

[teamscope.io](https://teamscope.io)



## Tirthankar Chaudhuri

Best described as reserved and methodical

You are a business-like, self-disciplined and orderly person who prefers to achieve on your own merits than as part of a team. You are excellent at working productively without close supervision. Others might see you as learned, conscientious, persevering, tactful, cooperative, conservative, and reserved.



### Competencies

Attention to detail  
Analytical thinking  
Teamwork and collaboration



### Behavioral strengths

Thinking carefully before acting  
Working on individual tasks  
Working in a competitive environment



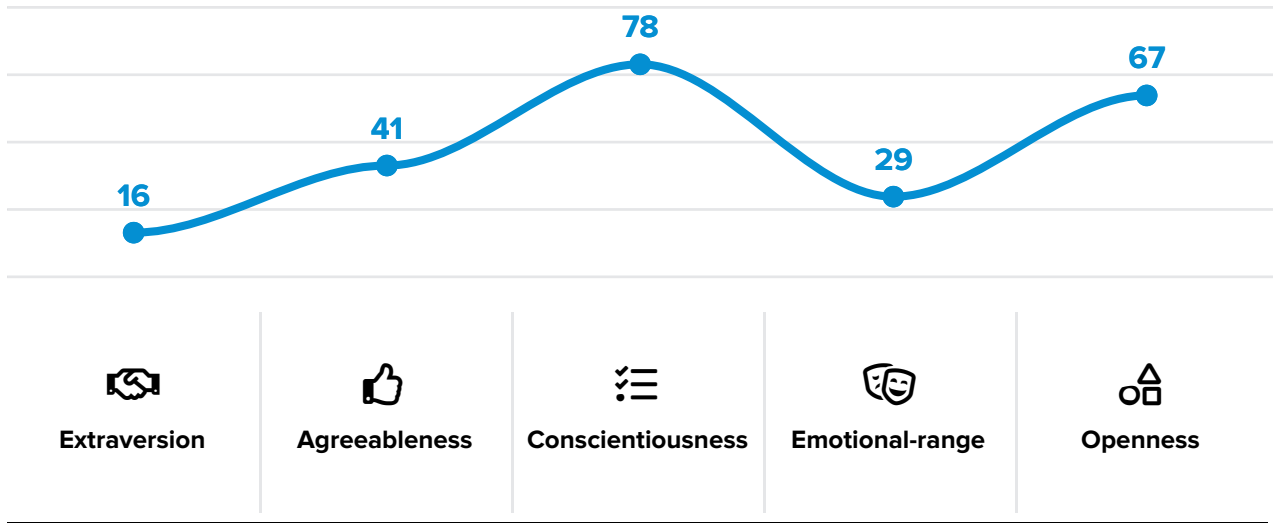
### Motivators

Societal security  
Creative freedom  
Justice



# Personality

Your unique behavioral preferences and resulting characteristics.



## Extraversion

Seeking energy by being in the company of others.



### Reserved

socially and emotionally reserved  
observing and analyzing  
learning by reflection

### Outgoing

talkative and energetic  
seeking action  
learning by doing



### Working on individual tasks

You are not a big fan of crowds and social events and feel better when working on individual tasks or with a small group of familiar people.



### Socializing and networking

You probably feel drained of energy after having to socialize with lots of people or attend networking events.



## Agreeableness

Supporting and cooperating with others.



### Challenging

communicating directly and bluntly  
competing with others  
working for individual success

### Supportive

polite in social interactions  
building friendly relations  
promoting harmony and cooperation



### Working in a competitive environment

You prefer working in a competitive environment where people take personal responsibility for achieving their goals.



### Showing initiative to help others

You are reluctant to get involved in other people's problems and having to let go of your personal goals for the benefit of others.

## ☰ Conscientiousness

Acting in an organized and goal-oriented way.



### Spontaneous

spontaneous and flexible  
making snap decisions  
seeking immediate rewards

### Methodical

organized and focused on completion  
making wise and cautious decisions  
evaluating long-term consequences

#### ⚡ Thinking carefully before acting

You like to consider all aspects carefully before acting, which makes you strong at making complex decisions that have a significant long-term effect.

#### ⚠ Taking uncalculated risks

You don't feel comfortable working with limited information and taking risks based on intuition.

## 😊 Emotional-range

Ability to remain calm and balanced.



### Calm

emotionally stable and resilient  
recovering from failures and setbacks  
remaining calm in stressful situations

### Reactive

emotionally sensitive  
prone to anxiety and worry  
working hard to avoid risks

#### ⚡ Remaining calm and composed

You feel comfortable with high levels of risk and can keep calm and composed in stressful situations.

#### ⚠ Others being too cautious

You may feel annoyed when others are too cautious and spend too much time preparing for potential risks.

## 🔺 Openness

Receptivity to new ideas and experiences.



### Pragmatic

traditional and down-to-earth  
finding pragmatic solutions  
relying on previous experience

### Creative

open to new activities and ideas  
finding creative solutions  
acquiring skills and knowledge

#### ⚡ Relying on proven methods

You prefer to rely on proven methods and the traditional way of doing things.

#### ⚠ Challenging authority and tradition

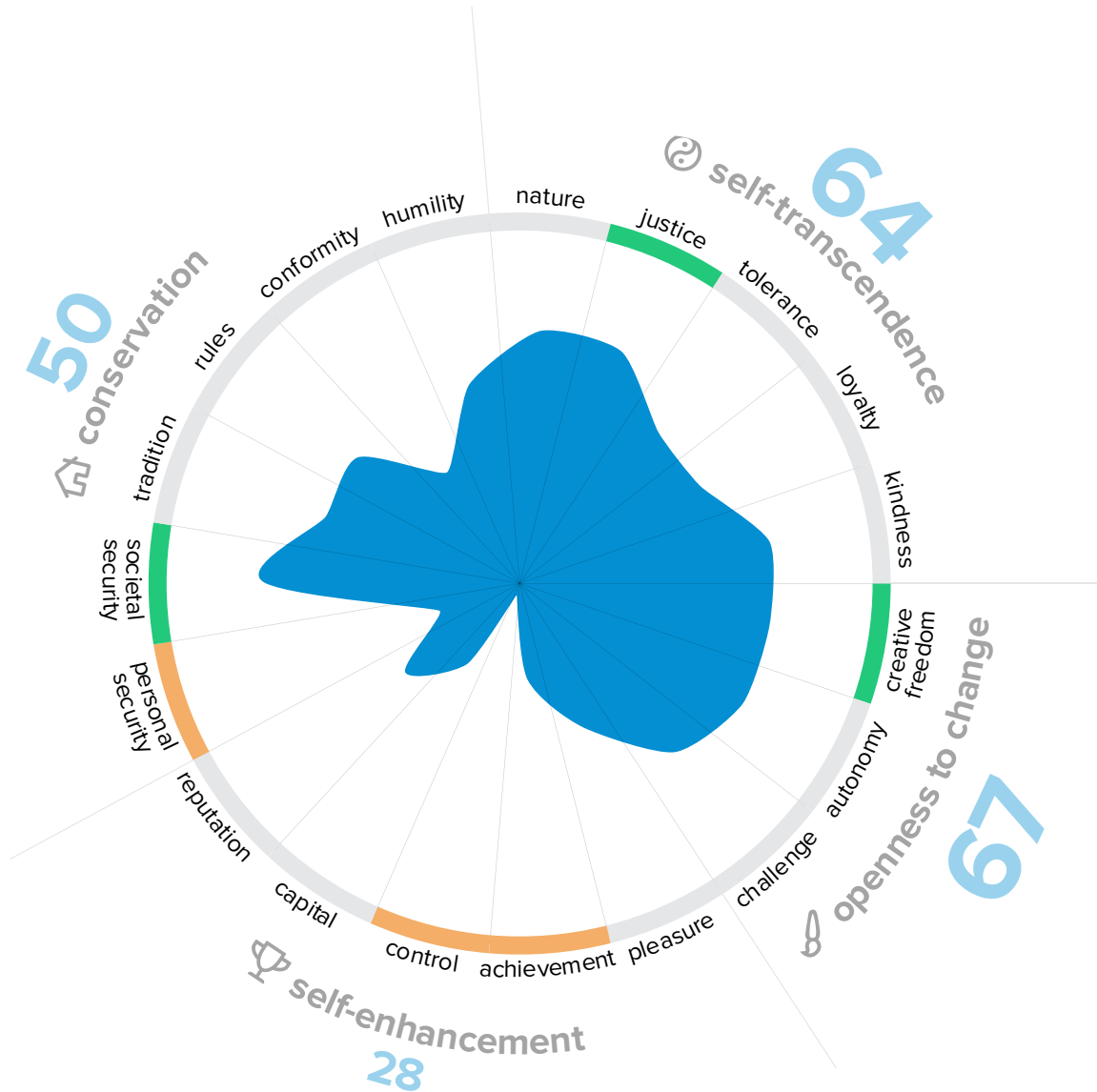
Having to challenge authority and go along with change that is not in line with traditions and proven best practices.

# Values

What preferences and principles drive and motivate you.

Top motivators

Least important



 You are driven by and tend to act according to your most important values.

## Societal security

Safety and stability in society.



### Less Important

You often prefer working in a dynamic environment, are more open to risks, and consider stability rather unimportant.

### Very Important

You prefer to be part of a reliable organization that can guarantee a stable work environment where employees can feel safe.

#### Your attitude

You prefer to be part of a reliable organization that can guarantee a stable work environment where employees can feel safe.

## Creative freedom

Freedom to cultivate one's own ideas and abilities.



### Less Important

You prefer to focus on your area of expertise and you feel better in a rule-governed environment with established best practices.

### Very Important

You expect to have many opportunities to learn new things, develop your intellectual skills, and express your creative ideas.

#### Your attitude

You expect to have many opportunities to learn new things, develop your intellectual skills, and express your creative ideas.

## Justice

Commitment to equality, justice and protection for all people.



### Less Important

You put less emphasis on the welfare and interests of others, and tend to prioritize personal gains over the societal impact of your work.

### Very Important

You care deeply about equality and justice and would like to put social responsibility ahead of profits.

#### Your attitude

You care deeply about equality and justice and would like to put social responsibility ahead of profits.



The values that you consider unimportant or might oppose.

## Control

Power through exercising control over people.



### Less Important

You tend not to care as much about having influence over other people, prefer more collaborative environments, and are more comfortable following the direction of others.

### Very Important

You work better in a role where you can be influential, control the situation, lead a group, and make decisions on behalf of other people.



### Your attitude

You tend not to care as much about having influence over other people, prefer more collaborative environments, and are more comfortable following the direction of others.

## Personal security

Safety in one's immediate environment.



### Less Important

You don't care as much about having a secure and predictable environment, and would probably like to take more risks and chase more exciting challenges.

### Very Important

You feel more comfortable in a stable and predictable environment where you can avoid unnecessary risks and threats to your welfare.



### Your attitude

You don't care as much about having a secure and predictable environment, and would probably like to take more risks and chase more exciting challenges.

## Achievement

Success according to social standards.



### Less Important

You don't care as much about what other people think of your accomplishments, so you are not as motivated to achieve socially desirable goals.

### Very Important

You are motivated when you have ambitious goals and many opportunities for advancement, and where you can receive recognition for your accomplishments.



### Your attitude

You don't care as much about what other people think of your accomplishments, so you are not as motivated to achieve socially desirable goals.



## Competencies

The primary skills, knowledge and abilities that determine your job success.



### Your core competencies

#### Attention to detail

Monitors and checks work or manages information to reduce uncertainty in the surrounding environment, and is driven to ensure order, quality, and accuracy.

#### Analytical thinking

Understands a complex and ambiguous problem by breaking it apart into smaller pieces, analyzes information in a logical and methodical manner.

#### Teamwork and collaboration

Shows a genuine intention to be part of a team and works cooperatively with others towards collective goals and results.



### You are strong at

#### Developing others

Encourages professional and personal growth, plans and uses effective developmental activities, and supports others to meet organizational or career goals.

#### Achievement orientation

Sets challenging goals, looks for ways to improve performance, and takes calculated risks to exceed the standard of excellence.

#### Technological mindset

Understands technological trends, demonstrates skills in using modern technologies, and applies technical solutions to increase efficiency or solve problems.



### You are good at

#### Leading teams

Demonstrates a desire to lead, takes on a role as a group leader, builds a strong team identity, and settles disputes without escalation.

#### Interpersonal understanding

Understands the unspoken or partly expressed feelings, goals, and needs of others, and can relate to culturally diverse groups of people.

#### Planning and organizing

Plans and prioritizes work for self and others, manages time and resources to maximize productivity, and ensures that work is completed efficiently.