TEANAMICS

Stefanie Pollotzek

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Introduction

For a team to succeed, members need to play the appropriate role at the appropriate time. Most problems that develop in a team occur because team roles are not clearly defined. Supervisors and team leaders are not the only ones with special roles and responsibilities. Employees also must know what is expected of them and what they will be accountable for in their new environment. Understanding their role will enable them to take part actively in meetings, contribute ideas, provide suggestions, and get involved in the work.

Individuals within a team have certain roles and may include:

- Defining objectives and goals for the team;
- Planning activities and deadlines;
- Identifying potential risks;
- Motivating the team;
- Ensuring everyone communicates effectively

However, within every team there will always be disruptions that that might derail the team from achieving its objectives. Understanding these potential disruptors can help the team manage these disruptions more effectively, but also use these disruptions in a positive way to potentially contribute to innovative thinking, or breaking the ice in difficult or stressful times. Understanding the team's disruptors is as important as understanding everyone's contributing role within a team.

Diversity = Strength
Disruptions = Innovation

Risk and Disruptions

The reality of individuals working in a team is the presence of disruptions, especially when the team is under pressure. These disruptive behaviours, or disruptors, has the potential to derail the team from achieving its objectives, but can also, if managed effectively, contribute to creativity and better problem solving. The level of risk of these disruptors may be used as a guideline to better understand the impact it may have on the individual as well as the team.

It is also important to note that higher risk scores on the disruption scale is not an indication of abnormal behaviour, but rather the probability that these disruptive behaviour will emerge when the individual is under pressure or in stressful situations.

To understand risk and the impact on the team, it is important that the following is considered when interpreting the report:

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LOW RISK Score = 1 - 3	The disruptor will probably be less evident under stressful situations and should not significantly impact the team negatively.
MODERATE RISK Score = 4 - 6	The disruptor may at times be observed under pressure and may cause some disruptions within the team, but it shouldn't impact team work too much.
HIGH RISK Score = 7 - 9	The disruptor will probably impact team work and might, if not managed effectively, derail the team from achieving its objectives.

Individual Contribution

This section describes your preferred roles in the team. This does not reflect your abilities or skills, but rather a preference towards a certain role and responsibility.
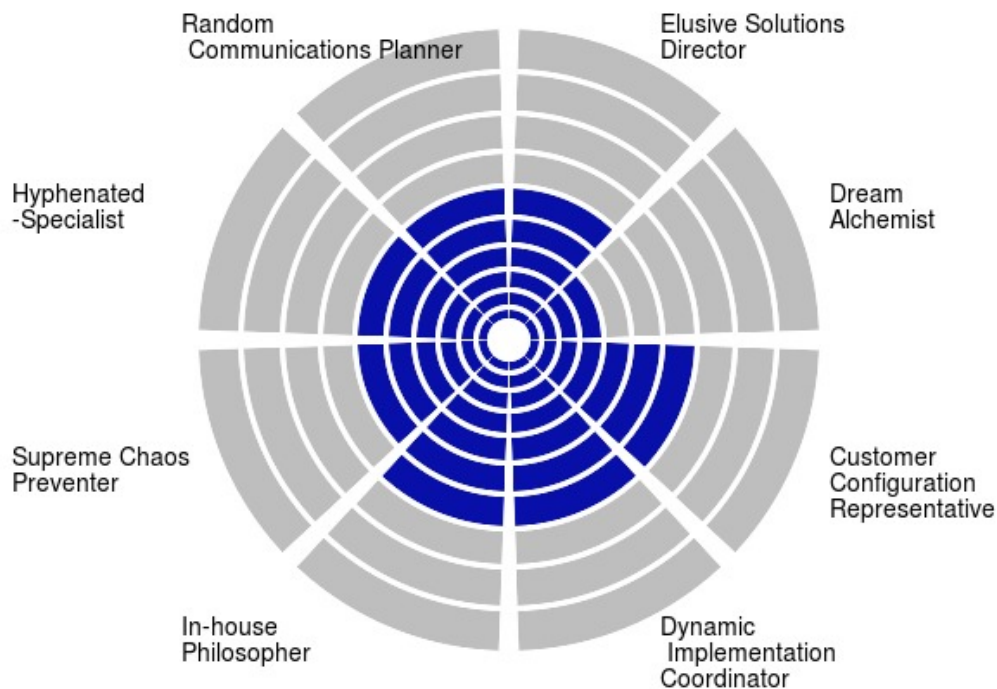

Dynamic Implementation Coordinator

Stefanie likes to plan and organise activities. She will be the one in the team that ensures that projects are carefully planned, resources are allocated and deadlines are met. Stefanie's contribution to the team is very important as failing to plan is planning to fail. Team members might perceive Stefanie as somewhat rigid at times, but as a planning specialist, she will be the one to ensure that timeliness are adhere to by everyone in the team.

In-house Philosopher

Stefanie is the practical contributor of the team. She always looks for pragmatic solutions and will analyse the pros and cons of a solution. Team members might perceive her as somewhat critical because she tends to ask a lot of questions when dealing with a problem. Stefanie will however be the go-to guy in the team to test whether solutions will actually work in the real world.

Potential Disruptors

This section describes your potential disruptors within a team environment. It is important to understand your disruptions to manage this more effectively especially in highly stressful situations where this could possible derail the team from achieving its objectives. At the same time, when a disruptor uses their profile constructively and the team is aware of this disruption style, it can contribute to the team success as each disruptor style challenges other team roles and can lead to innovative problem solving.
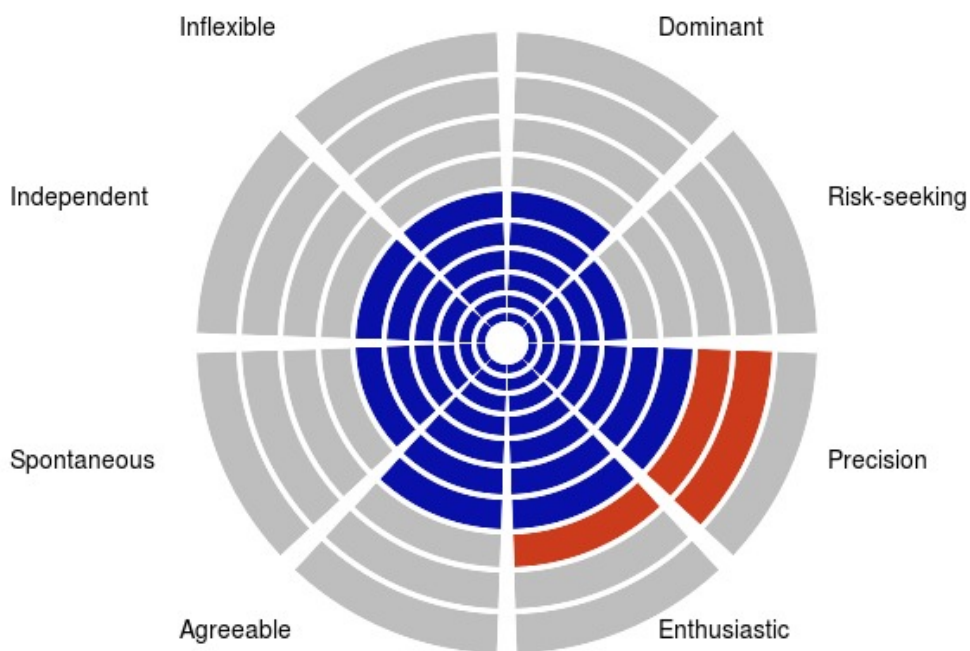
Precision

Stefanie is very rule-oriented and concerned with structures and accuracy of information. This might make her quite difficult to work with, especially where creativity is needed or instructions are vague. She will tend to avoid risks as far as possible, and might disrupt the team in progressing should she find it to be too stressful

Enthusiastic

Stefanie might be inclined to talk rather than listen. She might be overly enthusiastic to impress others, and might miss important detail that could derail the project. She might tend to overestimate the complexity of problems and be somewhat inconsistent in her solutions. She might rely too much on her personality to win people over.

TEANAMIC ROLE PROFILES

Customer Configuration Representative

The client relationship builder and the marketing guru, likes to interact with clients and build new relationships. They understand the world of people the needs of the client. They understand the need is will suggest possible solutions to address these.

Dream Alchemist

Coming up with new and innovative ideas, always thinking creatively and producing original concepts. They have a need to improve things and will usually think outside of the box to find a solution.

Dynamic Implementation Coordinator

They like to plan and organise activities, ensuring projects are carefully planned, resources are allocated and deadlines are met. They ensure that timeliness is adhere to by everyone in the team.

Elusive Solutions Director

They guide the team and will probably enjoy taking the lead on projects, enjoys motivating others and inspiring the team to perform. They value the input of team members and accepts the responsibility of making the final decision.

Hyphenated-spe cialist

They are the quality assurance contributor in the team, focusing on ensuring the solution adheres to the highest standards and will be the one who gives the final 'OK' after the project has been completed to ensure perfection.

In-house Philosopher

The practical contributor of the team, always looking for pragmatic solutions and analysing the pros and cons of a solution. They are the go-to guy in the team to test whether solutions will actually work in the real world.

Random Communications Planner

They enjoy communicating with others and sharing their ideas with the team. They enjoy giving advice and sharing information that will help the team gain better understanding of what is required.

Supreme Chaos Preventer

They prefer routine and structure, ensuring the project does not stand still. They are usually the ones that everyone goes to when they need to know where the project is at because they are constantly maintaining the daily flow of work.

TEANAMIC DISRUPTOR PROFILES

Dominant

They like fast pace environments and getting things done. This may cause them to be impulsive and impatient, sometimes ignoring others' inputs.

Agreeable

Individuals who enjoys a more passive working environment where conflict is minimal. Because of this, they may be risk-adverse and agree with others without challenging them.

Enthusiastic

They enjoy interacting with others, but may be prone to talk more and listen less. They tend to get enthusiastic quite easily, and may ignore critical information.

Independent

Very process oriented, they may focus less on other's feelings to get the task done. They may be less group oriented and prefer to work independently.

Inflexible

They prefer a structured environment that offers predictability. This may however cause them to be less open to change and finding adapting to change quite difficult.

Spontaneous

Change and flexible work environments is what they prefer, finding routine and structure frustrating. They like to work in fast-pace environments, and may find planning draining.

Precision

They are very rule oriented and focus on quality rather than quantity. This may cause them to be too focused on the rules, thus impacting creativity and novel ideas.

Risk-seeking

They are quite firm and strong-willed, wanting to do things their way. They might be perceived as stubborn and rebellious at times.

Disclosure

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