MITEAM™

TEAM
PROFILE
REPORT

SAMPLE TEAM

2 JUNE 2030

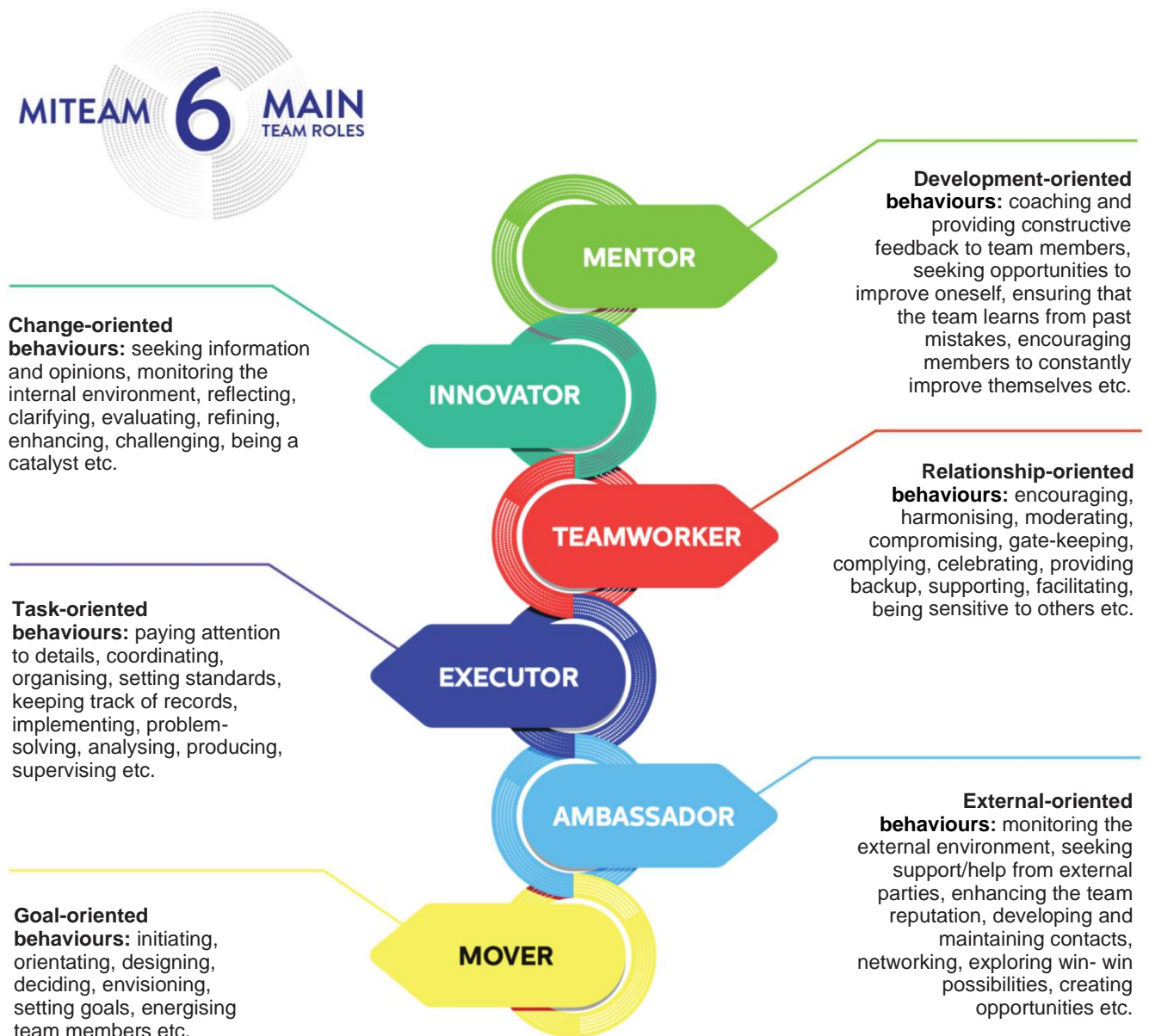# Team Information

Agency	Sample Agency
Team	Sample Team
Date	2 June 2030

Introduction

MITEAM helps candidates become aware of which team roles they tend to display when working in teams. Behaviours that are constructive for the role are called supportive behaviours, while behaviours that are unsupportive are called disruptive behaviours.

MITEAM guides candidates to make the best use of their strengths and weaknesses in contributing to their team. It can be used for personal development, team building, and enhancing organisational effectiveness.

MITEAM 6 MAIN TEAM ROLES

MENTOR

Development-oriented behaviours: coaching and providing constructive feedback to team members, seeking opportunities to improve oneself, ensuring that the team learns from past mistakes, encouraging members to constantly improve themselves etc.

INNOVATOR

Change-oriented behaviours: seeking information and opinions, monitoring the internal environment, reflecting, clarifying, evaluating, refining, enhancing, challenging, being a catalyst etc.

TEAMWORKER

Relationship-oriented behaviours: encouraging, harmonising, moderating, compromising, gate-keeping, complying, celebrating, providing backup, supporting, facilitating, being sensitive to others etc.

EXECUTOR

Task-oriented behaviours: paying attention to details, coordinating, organising, setting standards, keeping track of records, implementing, problem-solving, analysing, producing, supervising etc.

AMBASSADOR

External-oriented behaviours: monitoring the external environment, seeking support/help from external parties, enhancing the team reputation, developing and maintaining contacts, networking, exploring win- win possibilities, creating opportunities etc.

MOVER

Goal-oriented behaviours: initiating, orientating, designing, deciding, envisioning, setting goals, energising team members etc.

TEAM: Sample Team   AGENCY: Sample Agency

Team Roles

Team roles are clusters of behaviours displayed by members in a team. Most team members are dominant in two or three team roles. It is unlikely that a team member will be dominant or inactive in all team roles.

Successful teams are often comprised of team members who collectively display high levels of supportive behaviours in all six team roles, with low levels of disruptive behaviours. Conversely, unsuccessful teams tend to comprise of members who display low levels of supportive behaviours while exhibiting high levels of disruptive behaviours.

None of the team roles are better or worse than the others; each have their unique contributions for the team. An ideal team should have members playing all six team roles to function effectively.

	Least Preferred					**Most Preferred**
Andy	Mentor	Mover	Teamworker	Innovator	Ambassador	Executor
David	Executor	Ambassador	Mover	Teamworker	Mentor	Innovator
Doris	Innovator	Mentor	Mover	Teamworker	Ambassador	Executor
Janet	Innovator	Mover	Executor	Teamworker	Ambassador	Mentor
Samy	Innovator	Mover	Executor	Ambassador	Mentor	Teamworker
Sarah	Innovator	Teamworker	Executor	Mover	Ambassador	Mentor

TEAM: Sample Team   AGENCY: Sample Agency

Preferred Team Roles (Overview)

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High

Mentor
Supportive — Andy ... Team Average ... Janet
Disruptive — Janet ... Team Average ... Sarah

Innovator
Supportive — Doris ... Team Average ... David
Disruptive — David ... Team Average ... Sarah

Teamworker
Supportive — Janet ... Team Average ... Samy
Disruptive — Sarah ... Andy / Team Average

Executor
Supportive — Janet ... Team Average ... Doris
Disruptive — Sarah ... Team Average ... Samy

Ambassador
Supportive — David ... Team Average ... Doris
Disruptive — Andy ... Team Average ... Sarah

Mover
Supportive — Andy ... Team Average ... Sarah
Disruptive — Samy ... Team Average ... Doris

Supportive Behaviours — These enable the candidate to perform his or her team roles effectively. The higher the score, the better, because this means that the candidate exhibits more of such behaviours.

Disruptive Behaviours — These hinder the candidate from performing his or her team roles effectively. The lower the score, the better, because this means that the candidate is less affected by such behaviours.
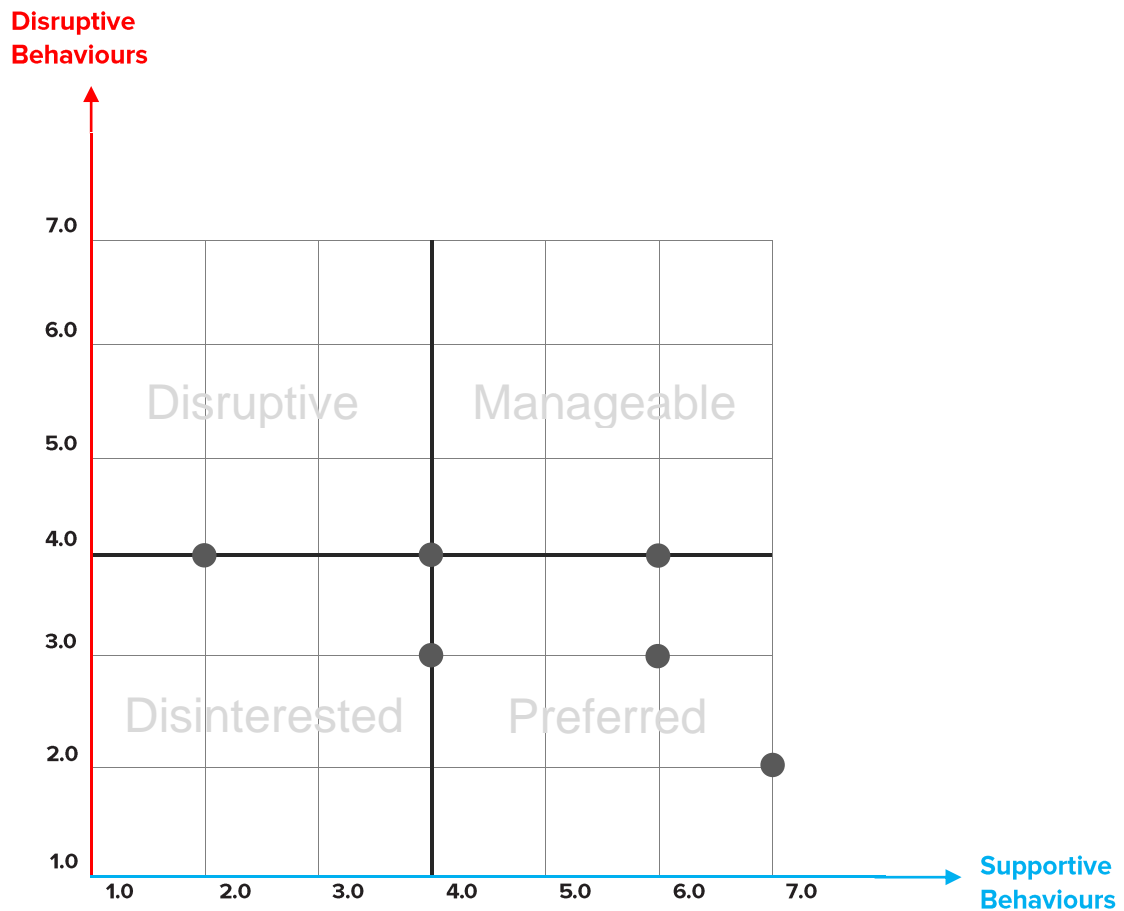
Mentor Role

This chart plots each team member's Supportive Behaviours against their Disruptive Behaviours. The area of the chart the Team Member's score falls in shows how well they can potentially perform the role, according to the following definitions:
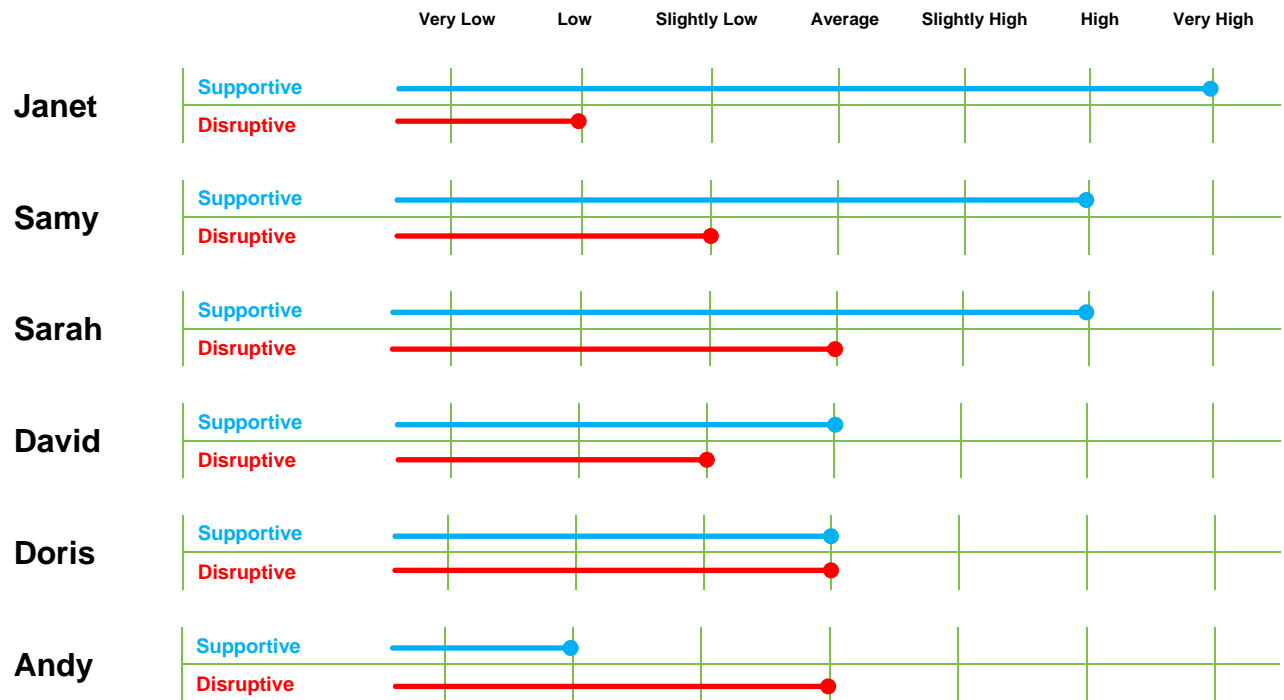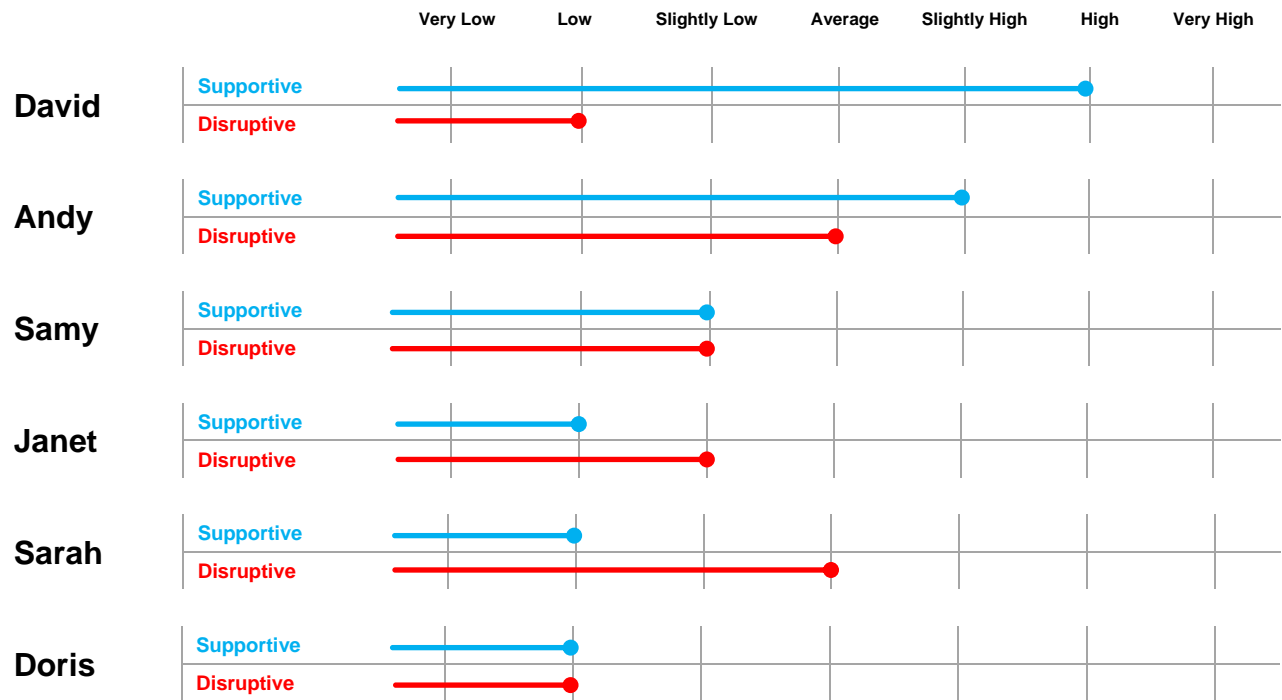
Preferred: Candidate scores high on supportive behaviors and low on disruptive behavior. Therefore, the candidate is comfortable and good at playing the Mentor Role in the team.

Manageable: Candidate scores high on supportive behaviors, but also high on disruptive behaviors. Therefore, the candidate can perform the Mentor Role if necessary, but they may not be as effective at doing so.

Disinterested: Candidate scores low on supportive behaviors, and also low on disruptive behaviors. Therefore, the candidate demonstrates low interest in playing the Mentor Role in the team.

Disruptive: Candidate scores low on supportive behaviors, and high on disruptive behaviors. Such scores suggest that the candidate may have difficulty performing the Mentor Role effectively.

Mentor Role
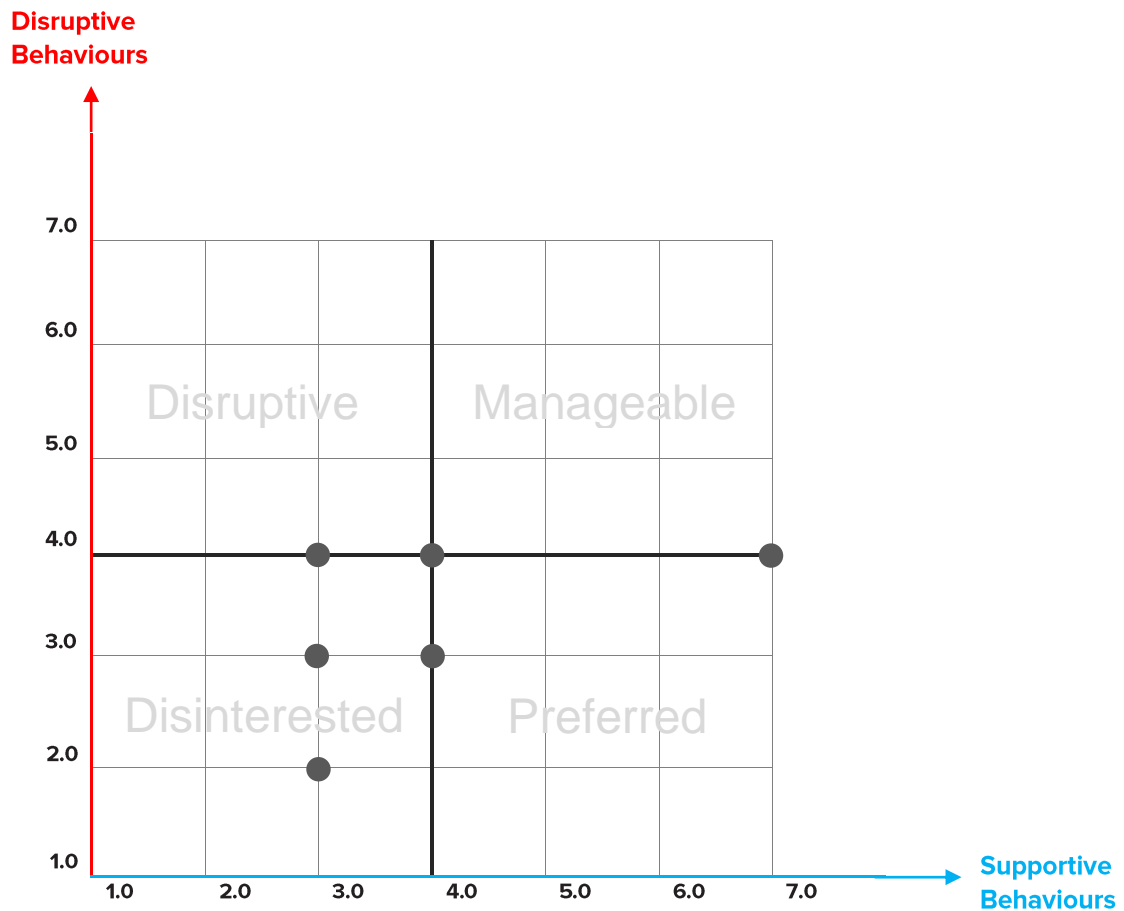
Team candidates below are sorted based on their scores in the Mentor role, with the highest scoring candidate at the very top.

TEAM: Sample Team   AGENCY: Sample Agency

Innovator Role
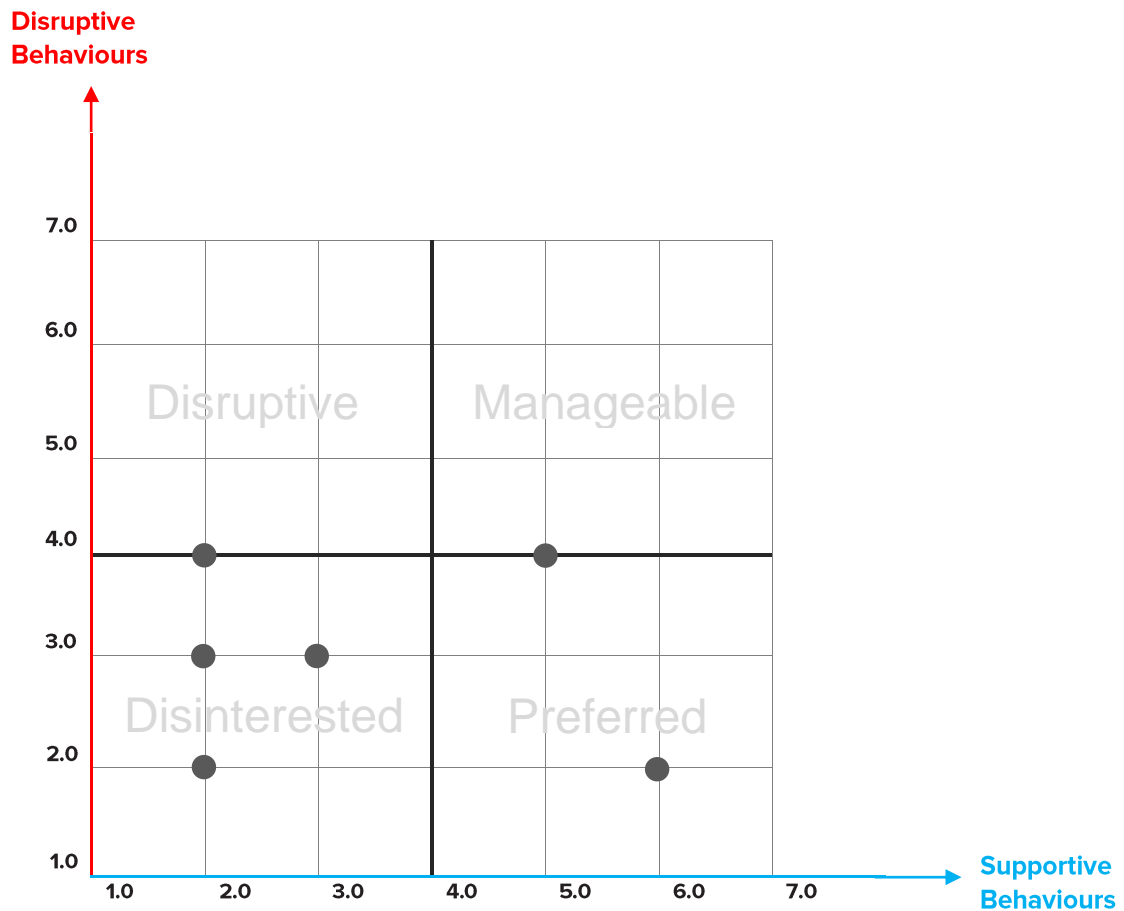
This chart plots each team member's Supportive Behaviours against their Disruptive Behaviours. The area of the chart the Team Member's score falls in shows how well they can potentially perform the role, according to the following definitions:

Preferred: Candidate scores high on supportive behaviors and low on disruptive behavior. Therefore, the candidate is comfortable and good at playing the Innovator Role in the team.

Manageable: Candidate scores high on supportive behaviors, but also high on disruptive behaviors. Therefore, the candidate can perform the Innovator Role if necessary, but they may not be as effective at doing so.

Disinterested: Candidate scores low on supportive behaviors, and also low on disruptive behaviors. Therefore, the candidate demonstrates low interest in playing the Innovator Role in the team.

Disruptive: Candidate scores low on supportive behaviors, and high on disruptive behaviors. Such scores suggest that the candidate may have difficulty performing the Innovator Role effectively.

Innovator Role

Team candidates below are sorted based on their scores in the Innovator role, with the highest scoring candidate at the very top.

● Teamworker Role

This chart plots each team member's Supportive Behaviours against their Disruptive Behaviours. The area of the chart the Team Member's score falls in shows how well they can potentially perform the role, according to the following definitions:
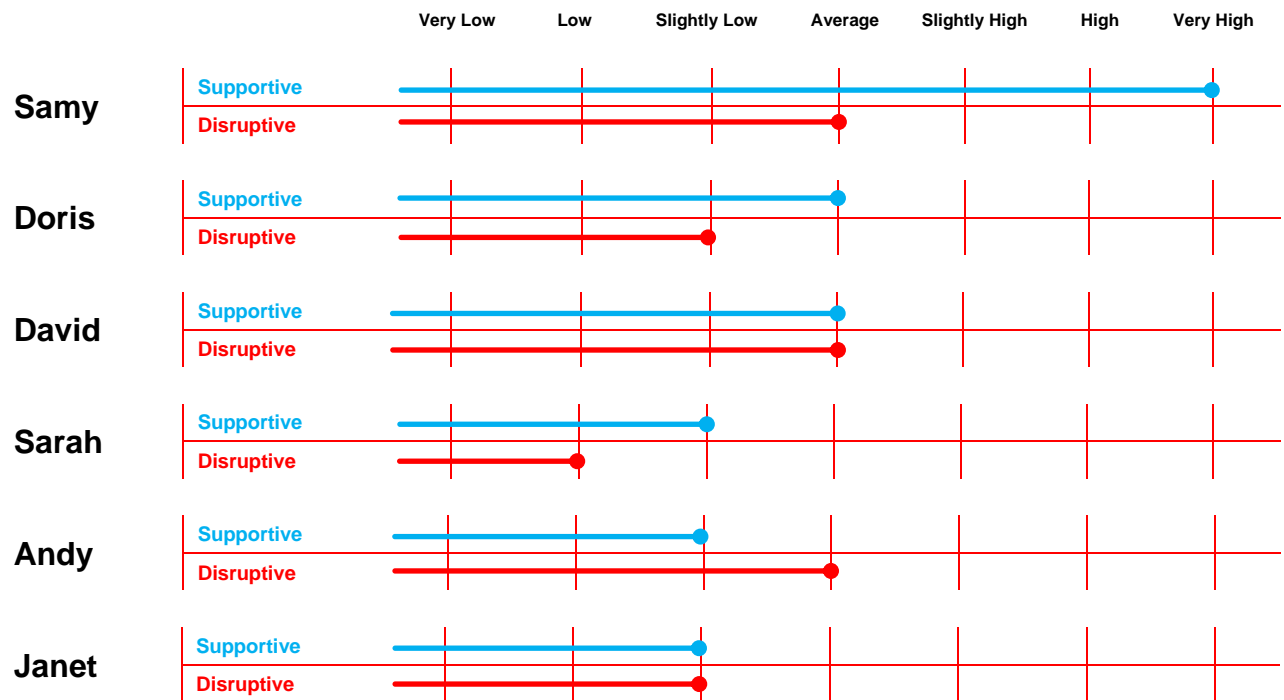
Preferred: Candidate scores high on supportive behaviors and low on disruptive behavior. Therefore, the candidate is comfortable and good at playing the Teamworker Role in the team.

Manageable: Candidate scores high on supportive behaviors, but also high on disruptive behaviors. Therefore, the candidate can perform the Teamworker Role if necessary, but they may not be as effective at doing so.

Disinterested: Candidate scores low on supportive behaviors, and also low on disruptive behaviors. Therefore, the candidate demonstrates low interest in playing the Teamworker Role in the team.

Disruptive: Candidate scores low on supportive behaviors, and high on disruptive behaviors. Such scores suggest that the candidate may have difficulty performing the Teamworker Role effectively.

Teamworker Role
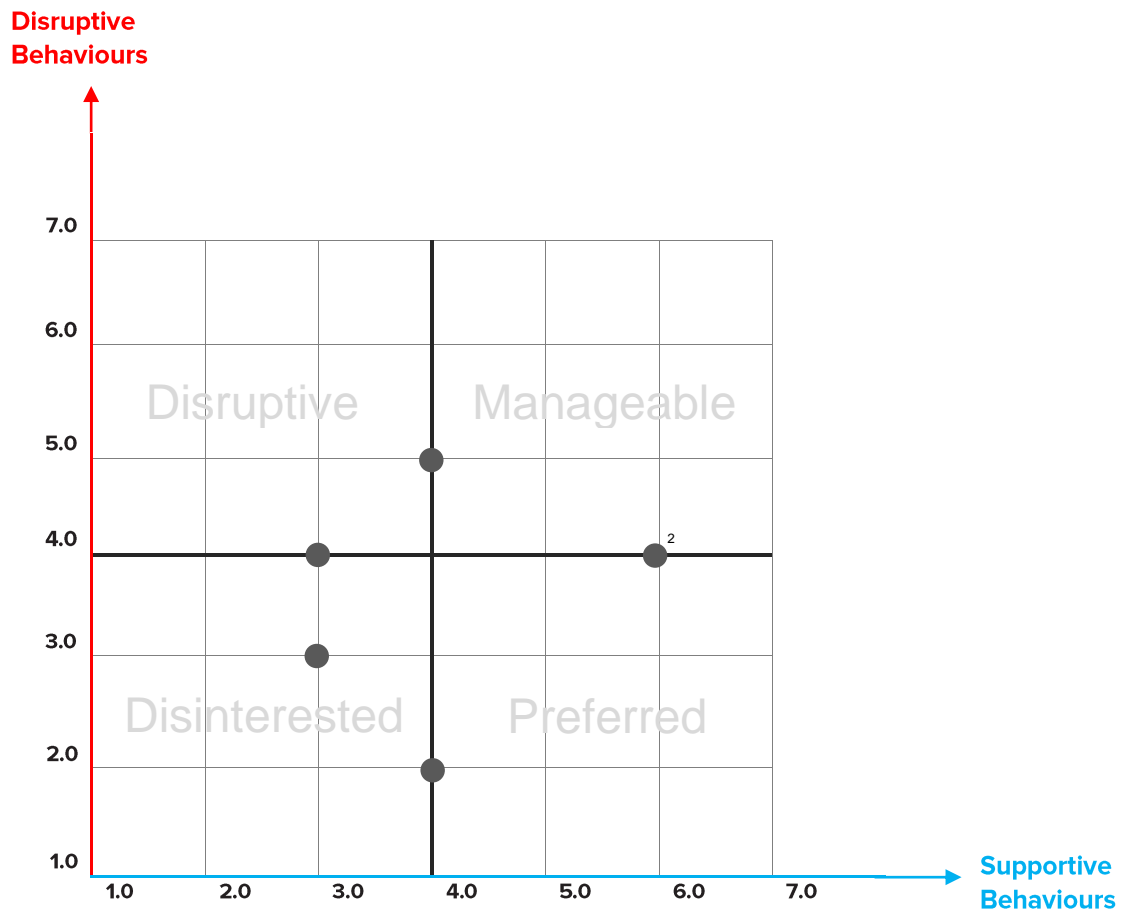
Team candidates below are sorted based on their scores in the team roles, with the highest scoring candidate at the very top.

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High

Samy
- Supportive
- Disruptive

Doris
- Supportive
- Disruptive

David
- Supportive
- Disruptive

Sarah
- Supportive
- Disruptive

Andy
- Supportive
- Disruptive

Janet
- Supportive
- Disruptive

Executor Role

This chart plots each team member's Supportive Behaviours against their Disruptive Behaviours. The area of the chart the Team Member's score falls in shows how well they can potentially perform the role, according to the following definitions:
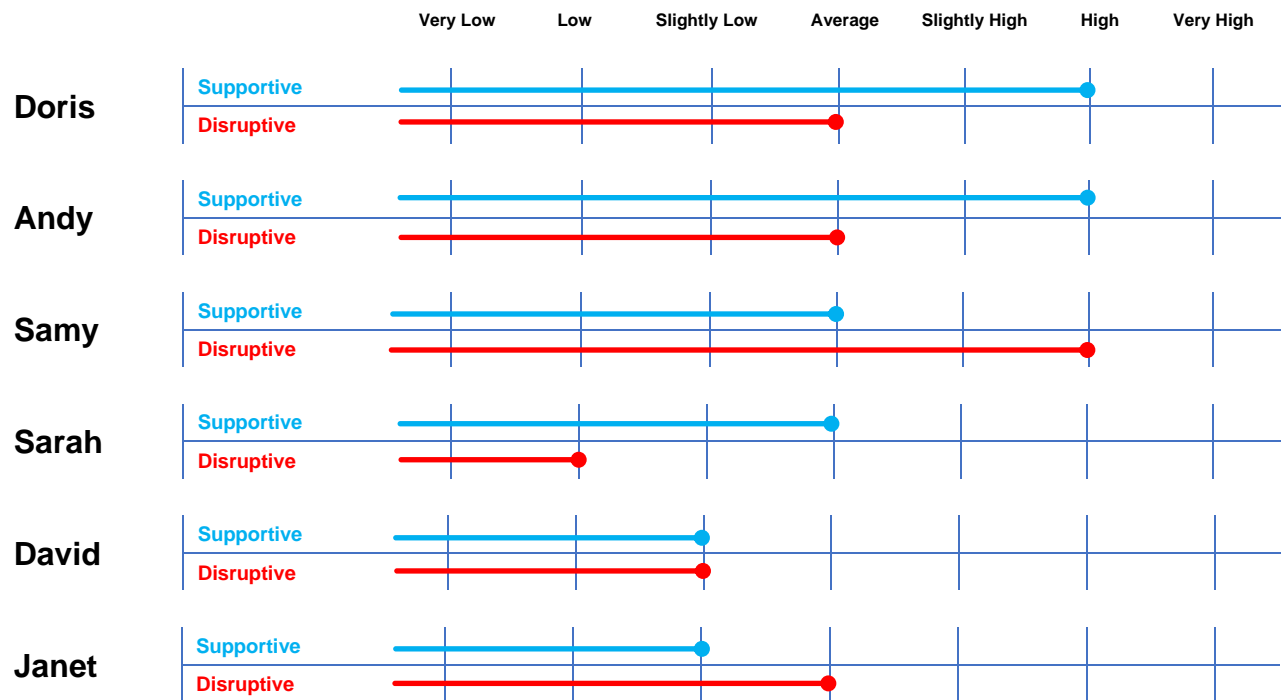
Preferred: Candidate scores high on supportive behaviors and low on disruptive behavior. Therefore, the candidate is comfortable and good at playing the Executor Role in the team.

Manageable: Candidate scores high on supportive behaviors, but also high on disruptive behaviors. Therefore, the candidate can perform the Executor Role if necessary, but they may not be as effective at doing so.

Disinterested: Candidate scores low on supportive behaviors, and also low on disruptive behaviors. Therefore, the candidate demonstrates low interest in playing the Executor Role in the team.

Disruptive: Candidate scores low on supportive behaviors, and high on disruptive behaviors. Such scores suggest that the candidate may have difficulty performing the Executor Role effectively.

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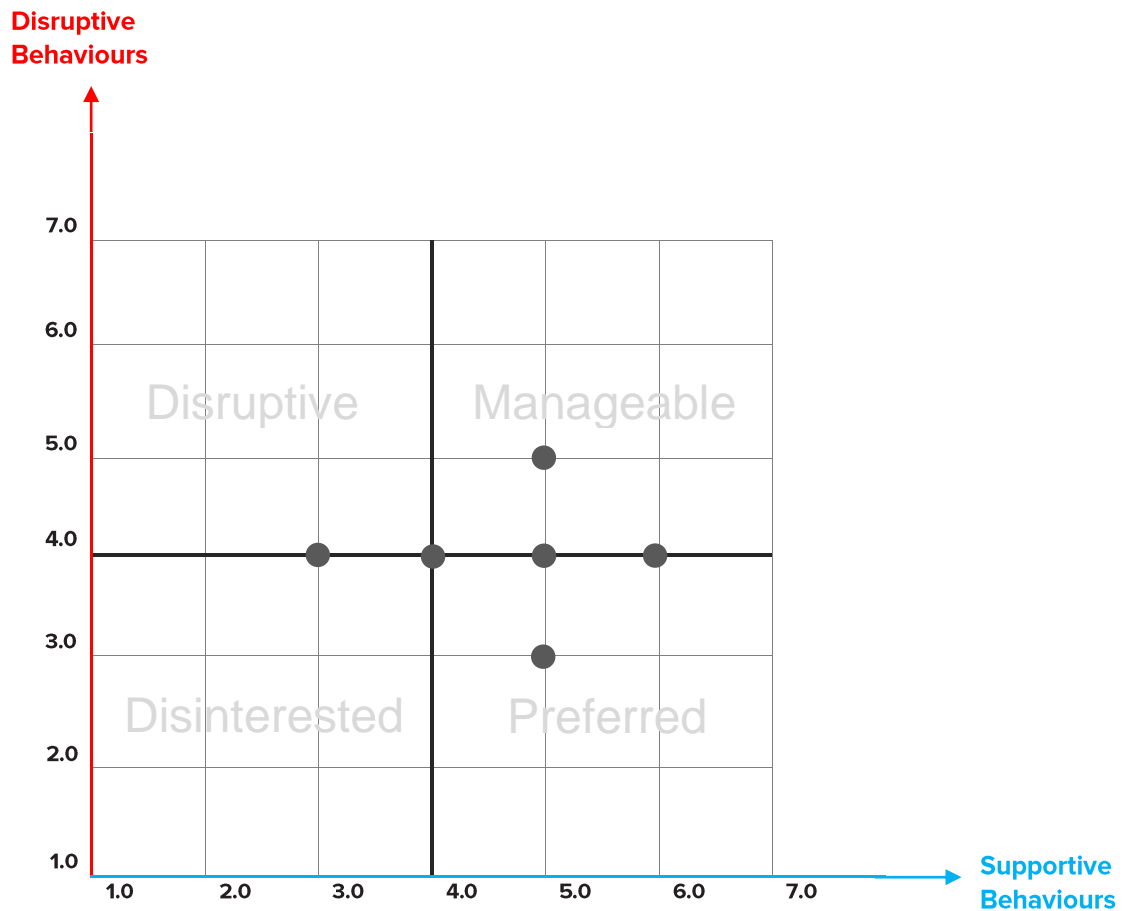
Executor Role

Team candidates below are sorted based on their scores in the team roles, with the highest scoring candidate at the very top.

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High
Doris Supportive / Disruptive							
Andy Supportive / Disruptive							
Samy Supportive / Disruptive							
Sarah Supportive / Disruptive							
David Supportive / Disruptive							
Janet Supportive / Disruptive							

Ambassador Role

This chart plots each team member's Supportive Behaviours against their Disruptive Behaviours. The area of the chart the Team Member's score falls in shows how well they can potentially perform the role, according to the following definitions:
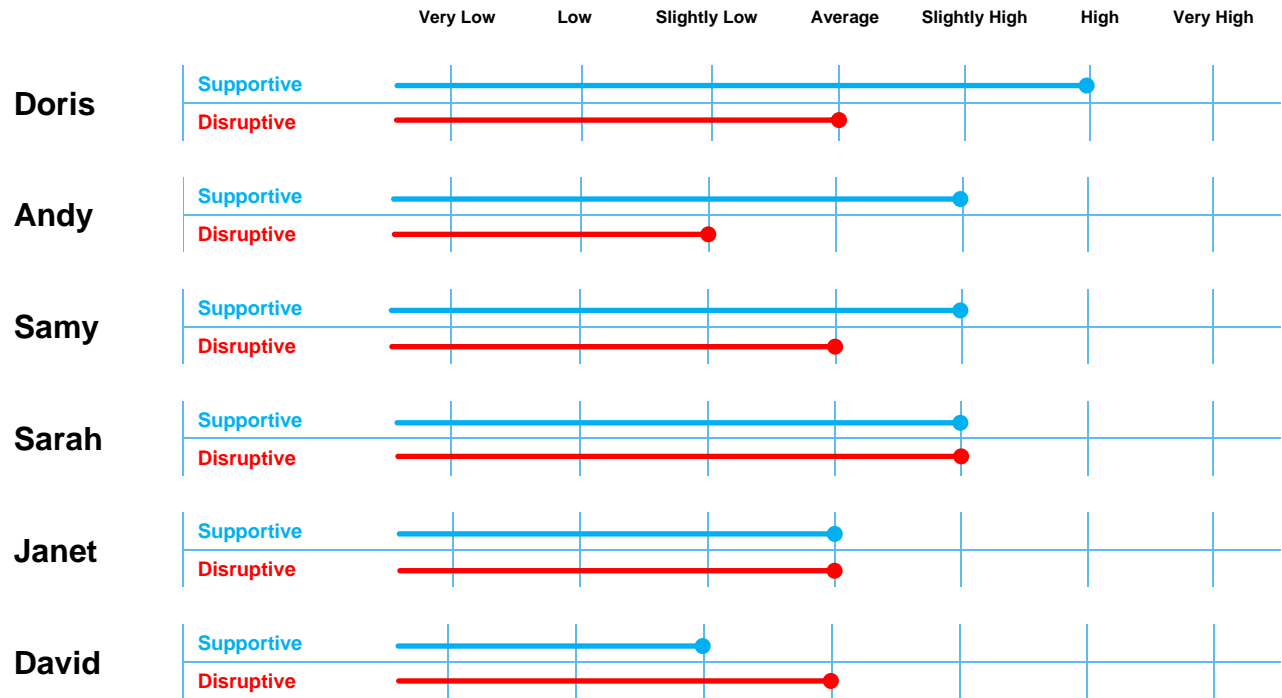
Preferred: Candidate scores high on supportive behaviors and low on disruptive behavior. Therefore, the candidate is comfortable and good at playing the Ambassador Role in the team.

Manageable: Candidate scores high on supportive behaviors, but also high on disruptive behaviors. Therefore, the candidate can perform the Ambassador Role if necessary, but they may not be as effective at doing so.

Disinterested: Candidate scores low on supportive behaviors, and also low on disruptive behaviors. Therefore, the candidate demonstrates low interest in playing the Ambassador Role in the team.

Disruptive: Candidate scores low on supportive behaviors, and high on disruptive behaviors. Such scores suggest that the candidate may have difficulty performing the Ambassador Role effectively.

Ambassador Role
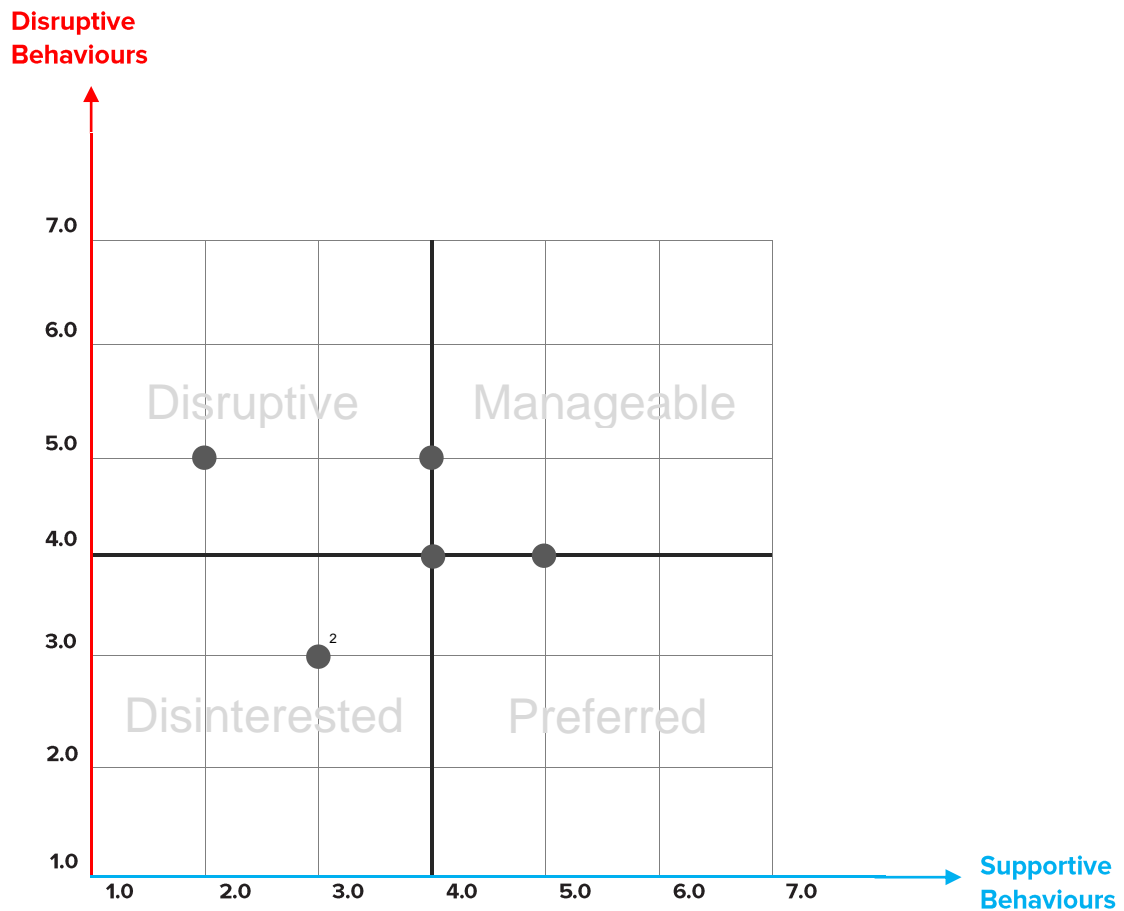
Team candidates below are sorted based on their scores in the team roles, with the highest scoring candidate at the very top.

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High

Doris
- Supportive: High
- Disruptive: Average

Andy
- Supportive: Slightly High
- Disruptive: Slightly Low

Samy
- Supportive: Slightly High
- Disruptive: Average

Sarah
- Supportive: Slightly High
- Disruptive: Slightly High

Janet
- Supportive: Average
- Disruptive: Average

David
- Supportive: Slightly Low
- Disruptive: Average

Mover Role

This chart plots each team member's Supportive Behaviours against their Disruptive Behaviours. The area of the chart the Team Member's score falls in shows how well they can potentially perform the role, according to the following definitions:
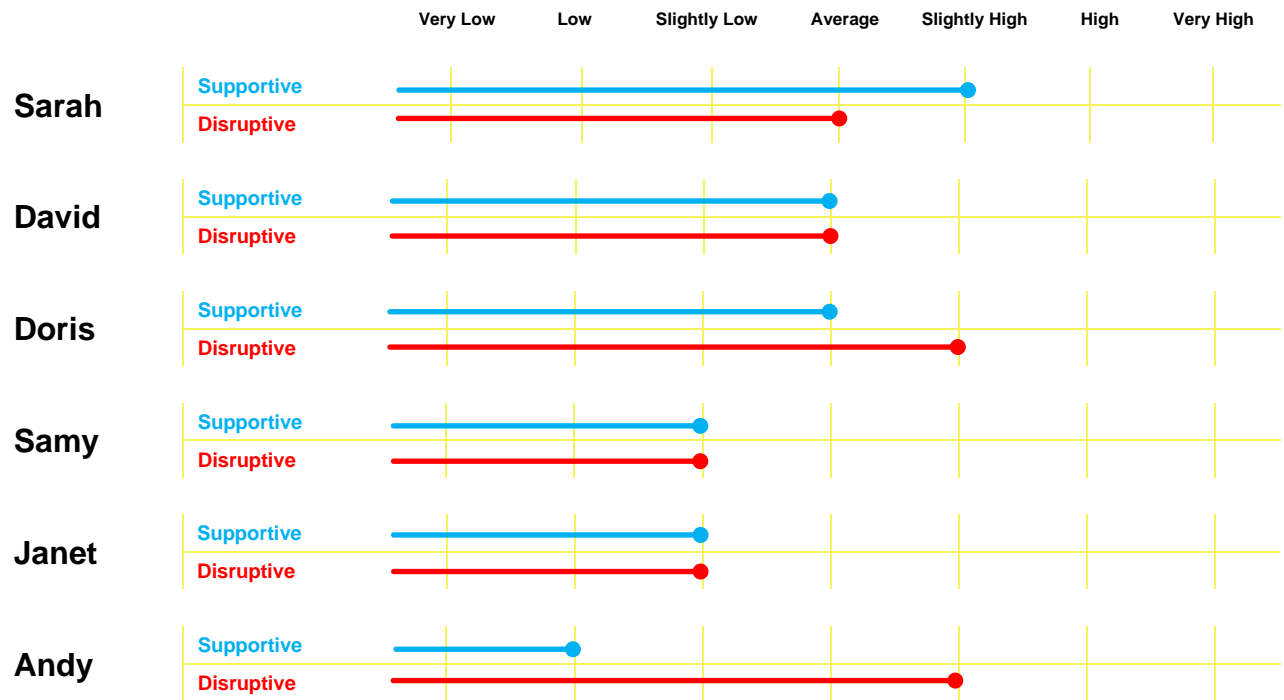
Preferred: Candidate scores high on supportive behaviors and low on disruptive behavior. Therefore, the candidate is comfortable and good at playing the Mover Role in the team.

Manageable: Candidate scores high on supportive behaviors, but also high on disruptive behaviors. Therefore, the candidate can perform the Mover Role if necessary, but they may not be as effective at doing so.

Disinterested: Candidate scores low on supportive behaviors, and also low on disruptive behaviors. Therefore, the candidate demonstrates low interest in playing the Mover Role in the team.

Disruptive: Candidate scores low on supportive behaviors, and high on disruptive behaviors. Such scores suggest that the candidate may have difficulty performing the Mover Role effectively.

Mover Role

Team candidates below are sorted based on their scores in the team roles, with the highest scoring candidate at the very top.

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High

Sarah
- Supportive — Slightly High
- Disruptive — Average

David
- Supportive — Average
- Disruptive — Average

Doris
- Supportive — Average
- Disruptive — Slightly High

Samy
- Supportive — Slightly Low
- Disruptive — Slightly Low

Janet
- Supportive — Slightly Low
- Disruptive — Slightly Low

Andy
- Supportive — Low
- Disruptive — Slightly High

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END OF REPORT