

## What is Teams?

Thomas Teams provides you with a detailed overview of your team and will provide answers to such questions as:

- What role does each person play within the team?
- Where are the areas of weakness in the team?
- How do we address those limitations?
- Are we playing to the strengths of each team member?
- Where is conflict occurring?
- What leadership style will inspire my team towards high performance?

Use Thomas Teams to inspire your team to achieve more, pinpoint training needs, and identify skill gaps that can be filled through recruitment.

## How can Teams help you?

### ➔ Recruit

When team members work well together, there is little they cannot accomplish. But recruiting new team members can be risky – get it right and you're achieving great things, get it wrong and you face performance dips, low morale and low productivity. Thomas Teams enables you to identify the ideal team member behavioral profile and match the right candidates to the team.

### ➔ Retain

Turnover of key staff within a team can seriously challenge the ability of your business to deliver consistently on its goals. Low morale and lack of loyalty can come from conflict, miscommunication and lack of trust. Thomas Teams, used in conjunction with PPA, will enable you to manage and motivate your teams by providing you with an understanding of their strengths, limitations and motivators. It will provide an environment of understanding that enables you to have honest conversations and reduce staff turnover.

### ➔ Develop

Many teams, especially in today's climate, are under pressure to achieve more with fewer resources. Thomas Teams helps you ensure your teams perform to their maximum ability and enables you to develop your people as an operational unit, instead of as a group of individuals.

### Features

**Assessment type:** Behavioral team analysis

**Time to complete:** 20 minutes

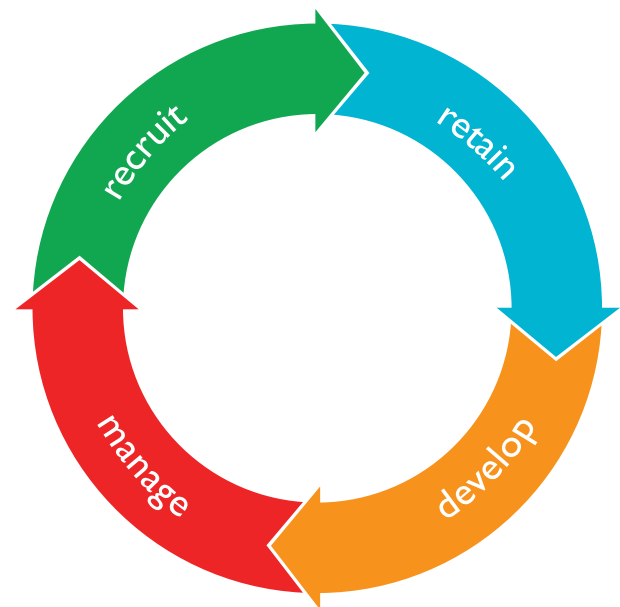
**Format:** 24 questions or interactive version with 4 initial selections

**What training is required:** PPA certification - 2 Day



"As a result the walls between the original team were taken down. They have gained understanding, respect of different patterns of reaction and acceptance of diversity. Moreover they achieved the side effect of employee turnover decreasing from 46% to 27% and sickness/absenteeism has decreased from 10.6% to 5.8%, all in just one year."

HR Manager for Danish Contact Centre, IKEA



Our assessments will provide an insight into your people's potential, what motivates them, their core strengths and limitations. They will add a high level of certainty to all of your people related decisions across all areas of the employee lifecycle.

→ **Manage**

Teams are critical to driving effective performance in any business. But the majority of teams are significantly underperforming on what's possible. And the cost to the organization is huge. Thomas Teams will enable you to boost the performance of your team and manage them more effectively.

## What you get

Thomas Teams is a behavioral team analysis tool which enables you to set a template of the ideal culture, roles and team leadership style required for your team in order to deliver its business objectives.

Thomas Teams, used in conjunction with Thomas PPA enables you and your teams to understand their strengths, limitations and the value they bring to the business. It will enable you to boost the performance of your team by managing them more effectively.

Once you have created your report you can compare the ideal team with your existing team. The detailed comparison helps you understand the strengths, limitations, power struggles and gaps in your team make-up. And an analysis of each individual team member enables you to understand their role within the team and it provides a 'goodness of fit' score against the ideal team profile.

Use Thomas Teams to provide an environment of understanding that will enable you to motivate, lead and boost the performance of your team.

## How you're supported

Our client service team is here to train you, advise you and help you to use people assessments to achieve an immediate impact on your business.

Providing unrivalled support, Thomas' client service team blends the skills and expertise of consultants, occupational psychologists, facilitators, client service advisors and technical support.

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**TEAM AUDIT**

24/10/2011  
Private & Confidential

**Sample Sales Team**

**IDEAL TEAM CULTURE**

**D I S C**

The ideal culture profile created by the organization indicates that the requirement is for a team style that involves Motivator, Innovator and Networker type roles. This team will:

- Promote the organization.
- Motivate and encourage others to achieve results.
- Want variety and change.
- Be highly sociable.
- Achieve results in a fast moving environment.
- Continually act with a sense of urgency.
- Welcome, accept and create change.

**IDEAL TEAM ROLE**

In order for the Ideal Team to operate successfully it is vital that at least one of each of the following team roles is represented:

**MOTIVATOR**

Motivators create team spirit while at the same time influences and enthruses people to work together effectively, therefore maximizing the commitment of team members.

**INNOVATOR**

An Innovator is able to face new challenges and develop imaginative solutions to difficult problems by creating and developing new and innovative ideas.

**NETWORKER**

A Networker develops a wide range of contacts and resources. Networkers persuade and communicate in order to build relationships.

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**COMPARISON - IDEAL VS. ACTUAL**

The following graphs show both the Ideal and Actual Team Culture.

**Ideal Team - Adjusted**

**Actual Team - Adjusted**

**D I S C**

The Team is detailed orientated and adheres to rules, procedure and policies. Therefore, the strong-willed and independent approach required by the organization may not be adopted. They are likely to be over-cautions and could spend too much time researching analytical data in order to find practical solutions to problems. As a result, they may hesitate and yield their position in the face of opposition, rather than stand firm and encourage independence.

**TEAM ROLE CHART**

The Team Role Chart below identifies the intensity of each role within this team. The roles fall into three categories, strengths, balanced, or limitations.

**Vital Team Roles**

The Team Roles shown as vital under the heading 'Ideal Team Role' that should fall into the 'Strengths' sector of the chart shown below are as follows:

Motivator  
Innovator  
Networker

If they show as 'Balanced', it may limit the results of the team slightly. However, if they show as 'Limitations' then lack of achievement against goals and objectives could arise. It is absolutely essential that the effect of any limitation is carefully reviewed.

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Example: TEAMS Sample Report