

Report designed for

Bravo Team

ProfileXT[®] Team Report



CONFIDENTIAL

Team Leader:

Ecpf ceg"Ur gpegt

Team Members:

Utcj "Dgmwo

O kng"Dtkngpj ctv

CriHkueq

Vtkpc"Y qqf u



Introduction

This report provides you valuable information about how you and members of your team can work together to achieve team-oriented objectives and overall organizational goals. This information will help you work with your team more effectively. You will learn more about each team member, how they will interact with other members of the team, and the conditions under which they are most productive. Unexpected situations in the workplace can always come up; presenting unique challenges for you as the team leader and this report suggests ways you can best address challenges utilizing the strengths of different team members. You will be equipped with strategies for not only addressing potential problems with an efficient and effective approach, but also for leading the team in achieving their highest potential.

ProfileXT Team Score Comparisons

The ProfileXT Team Report evaluates 12 unique scales concerning the cognitive abilities and behavioral characteristics of team members. On the following pages you will find summarized results for both yourself and each team member for each scale of the ProfileXT. These graphics display the range of scores among team members, illustrating the differences in cognitive abilities and behavioral characteristics that exist within the team.

Following the score comparison graphic for each scale, the report offers score comparison paragraphs describing how team members may perceive circumstances and react to situations differently from you. These comments also describe any differences between your results and those of one or more team members. When the difference between your results and those of any team member is greater than one score level, this symbol is shown preceding the score comparison paragraph. ⚠

Bravo Team Members

● Candace Spencer - Team Leader

2. Sarah Bellum

3. Mike Brikenhart

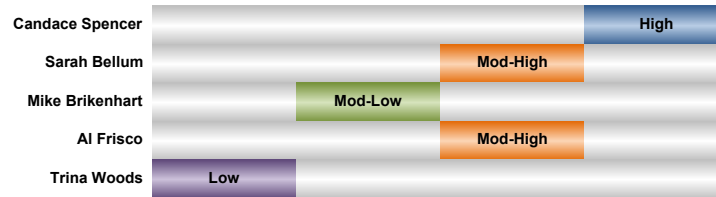
4. Al Frisco

5. Trina Woods

12 Scales	Low	Mod-Low	Mod-High	High
Learning Index	5	3	2, 4	●
Verbal Composite		3, 5	2, 4	●
Numerical Composite	3, 5	4		●, 2
Energy Level		3, 5	●, 4	2
Assertiveness		●, 5	4	2, 3
Sociability		4, 5		●, 2, 3
Manageability	4	●	2, 5	3
Attitude	4	●, 5	2	3
Decisiveness		●, 5	3	2, 4
Accommodating	2, 4	●	3, 5	
Independence	5	●, 3	2	4
Objective Judgment	4	●, 2		3, 5

Learning Index

An index of expected learning, reasoning, and problem solving potential.



⚠ The team members who scored low on the PXT cognitive section take a very systematic approach to learning new skills and processes, and likely benefit the most by training offered in a traditional school setting. However, you scored high on the PXT cognitive section and likely prefer a more flexible approach to learning and assimilating many different types of information. Introduce training to these team members gradually in order to address their potential areas of development.

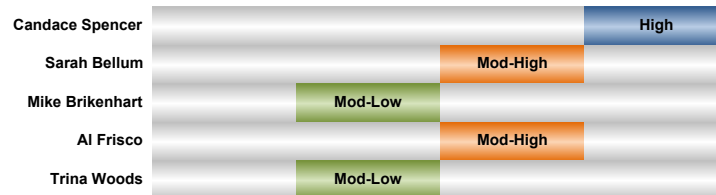
⚠ Unlike you, who scored high on the PXT cognitive section, the team members who scored moderately low on the PXT cognitive scales may have a more difficult time applying information they have learned to their daily job processes. They usually prefer more time to learn and incorporate new ideas into their job responsibilities, so introduce training to these team members gradually to ensure they get the most out of the time they spend in training.

The team members who scored moderately high on the PXT cognitive scales exhibit a flexible style of information processing and are capable of many different types of learning. They will typically find it easy to learn what is required of them in a new situation quickly.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Verbal Composite

A measure of verbal skill through vocabulary and using words as a basis in reasoning and problem solving.



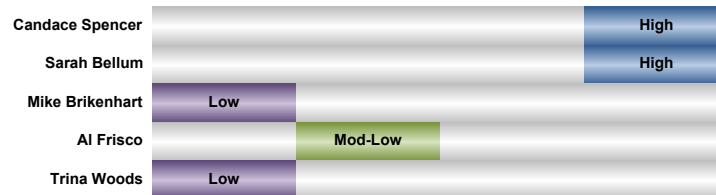
- ⚠ You have a significantly higher level of proficiency when working with verbal information than the members of the team who scored moderately low on the PXT verbal scales. You may need to use more accessible language when communicating with these team members to ensure they understand your meaning. You should encourage these team members to improve their communication skills through training and observation when opportunities arise.

You and the members of your team that score above the average range for overall verbal ability are able to work well with language and are very adept at using all manner of verbal communication. You should examine each other's specific abilities in this area and assign or accept tasks and duties as appropriate.

- ⚠ Indicates a greater than one score level difference between your results and those of any team member

Numerical Composite

A measure of numeric calculation ability and using numbers as a basis in reasoning and problem solving.



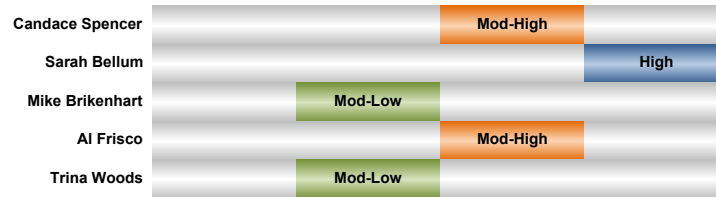
- ⚠ There are members of your team who scored low on the numerical PXT scales, but you have a strong talent for numerical calculations. You should be aware of their potential training needs and consider assigning tasks that require advanced mathematical skills or pronounced ability to synthesize numerical data to other members of the team.
- ⚠ You have a significantly higher level of proficiency in working with numerical information than the members of your team who scored moderately low on the PXT numerical scales. You should encourage these members of your team to improve their numerical skills through training and observation when opportunities to do so arise.

You and the team members who scored high on the PXT numerical scales are able to work well with numbers and are adept at using all types of mathematical functions. You should be careful, however, not to let the team over-analyze numerical information.

- ⚠ Indicates a greater than one score level difference between your results and those of any team member

Energy Level

Tendency to display endurance and capacity for a fast pace.



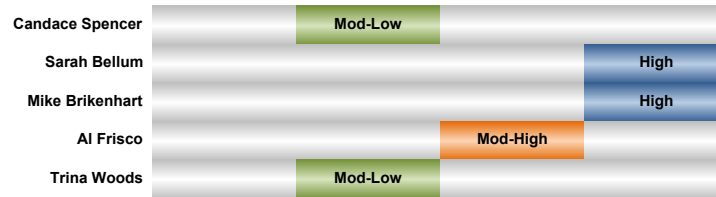
Sometimes you focus on critical timelines and often work with a drive to make deadlines whenever possible, but there are members of the team who prefer to work at a slightly more relaxed pace with less emphasis on strict timelines. If the work pace becomes too quick, you may notice their stress level increase. Consider coaching them on effective stress management techniques and provide occasional rewards for their efficient work and timely results.

On occasion, you are willing to take on more swiftly-moving projects and assignments and there are members of the team who, like you, also enjoy a busy work environment. They may become frustrated if they are not able to begin projects and work at the quick pace that you also prefer most of the time, so consider delegating extra work to them when it becomes available to keep them driven and engaged.

You sometimes enjoy taking on assignments and projects that are subject to critical deadlines. Other members of the team with higher energy scores than you may become less productive if the team's work pace does not challenge them. Consider assigning additional tasks to them that will enhance the team's productivity and keep aware of their overall workplace engagement.

Assertiveness

Tendency to take charge of people and situations. Leads more than follows.



While both you and the other team members scoring moderately low in self-assurance could be more assertive in certain situations, you tend to approach your jobs with a balance of initiative and caution. You will probably be able to maintain a generally productive relationship with good communication and clear objectives.

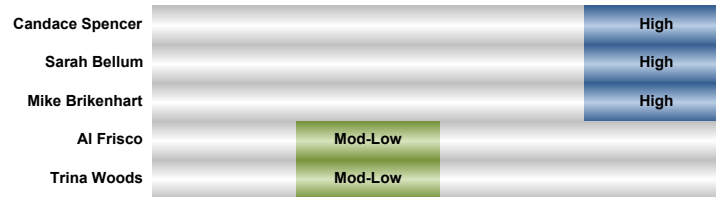
Because the level of assertiveness of team members scoring moderately high is greater than yours, you may have to set clear limits on their initiation of projects and tasks.

- ⚠ The members of your team with a very assertive style may be a challenge for you as you lead the team. Open and clear communication will likely be a key factor when managing these team members, along with encouraging them to maintain an appropriate degree of restraint.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Sociability

Tendency to be outgoing, people-oriented, and participate with others.



⚠ You tend to be highly gregarious and socially outgoing, taking most any opportunity to reach out to others and socialize with them. Team members less social than you, however, may be hesitant to interact with the team at times. Consider encouraging their participation in group discussions and make a point of facilitating their involvement if necessary.

You prefer to foster good relations across departments, maintain friendly contact with many others, and keep up with the issues of common interest. There are team members who also enjoy a high degree of interaction with others as they work. Their easy-going nature may serve them well in some contexts, but you may consider training them on how to distance themselves from the casual social interactions that could distract the team from completing their tasks.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Manageability

Tendency to follow policies, accept external controls and supervision, and work within the rules.



You tend to question authority any time rules and regulations seem to be a barrier to progress. Members of the team with lower Manageability scores, on the other hand, may be more critical than you and sometimes defy protocol and convention as it suits their needs. You should let these team members know that while you may appreciate their ideas and free-thinking attitude, you also expect them to conform to your leadership of the team.

While you have a tendency to disregard rules and procedures in order to complete a task, team members scoring moderately high in Manageability may be more likely to follow a more strict code of conduct. To them, you could appear confrontational towards authority at times. If you maintain open communication and set clear expectations, you should be able to maintain a good working relationship.

- ⚠ While you exhibit considerably more resistance to rules and policies than members of the team with high Manageability scores, you are not usually considered rebellious. You may, in fact, be more adept at recognizing possibilities for organizational progress due to your greater willingness to think outside established procedures. You might consider encouraging these team members to think past traditional wisdom and protocol, while making sure they understand your boundaries and expectations.

- ⚠ Indicates a greater than one score level difference between your results and those of any team member

Attitude

Tendency to have a positive attitude regarding people and outcomes.



While you have a generally realistic attitude about others' intentions, members of your team with lower Attitude scores tend to suspect everyone as having their own motives. You might consider working with these members of the team on developing a more trusting attitude, especially in group or team situations.

You and the team members like you are generally vigilant and careful in your dealings with others, but some may find you unapproachable. While a cautious attitude is advisable in some cases, you should ensure your team is careful not to alienate others.

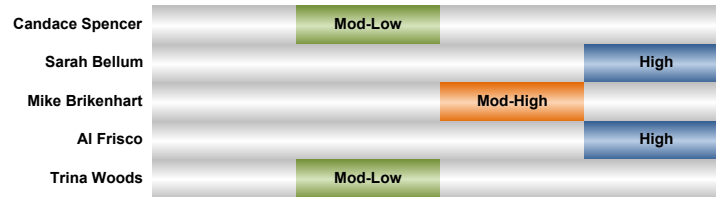
Team members scoring moderately high in Attitude may seem overly trusting to you on occasion. This should not cause a problem and the interaction of your somewhat different styles may help make your team more open and communicative, while still maintaining a cautious position in general.

- ⚠ You, being careful to weigh the facts before trusting anything on the surface, may find those team members scoring high in Attitude to be somewhat naïve. These team members may need some direction in using caution before completely trusting others and their intentions.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Decisiveness

Uses available information to make decisions quickly.



You and team members like you take a careful approach to decision making, prioritizing depth of analysis over timeliness. You should be able to foster a good relationship as long as you recognize the need for prompt action in some cases.

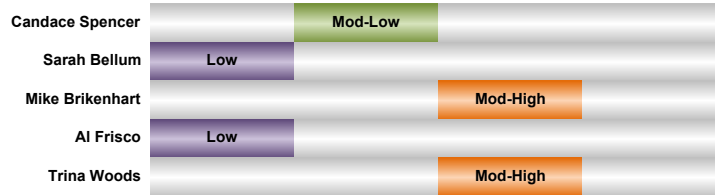
While you prefer to review all of the data possible, team members scoring moderately high in Decisiveness may often make decisions based on limited information. However, while there is a difference between you and these team members, it is such that your behaviors should complement each other and be of benefit to you and to the team.

- ⚠ While you tend to take a careful approach to decision making, team members scoring high in Decisiveness are likely to make what you consider to be rash or reckless decisions. They may require training that emphasizes the importance of analyzing information more thoroughly so each decision is based on more information.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Accommodating

Tendency to be friendly, cooperative, agreeable. To be a team person.

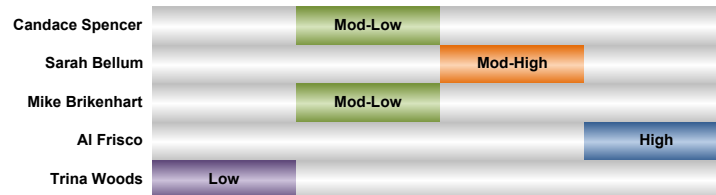


You would sometimes rather defend yourself than to let someone walk all over you and less accommodating team members may resist going along with everyone just to follow the group consensus. These team members prefer a more individualistic and competitive approach and you may consider setting goals for them rewarding cooperative work and allowing all team members the chance to share their perspectives.

On occasion, you welcome the opportunity to express your beliefs and sometimes enjoy persuading others to see things from your perspective. However, team members who are slightly more accommodating than you may yield to others too easily during team discussions and disagreements. Encourage them to take a more direct and self-confident approach when appropriate, particularly when the quality of the team's output is critically important.

Independence

Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.



While you exhibit a moderate level of independence, team members scoring low in Independence prefer specific direction to guide their efforts. You should encourage them to work independently on occasion, and assign them tasks that will require them to practice doing so from time to time.

Like you, team members scoring moderately low in Independence prefer to work using the resources of the group, but can work on their own when necessary. Both you and these team members have a balanced approach to teamwork and generally know when you need to ask for assistance and when you are able to work using your own resources.

While you prefer to work with a group using the resources of others, team members scoring moderately high in Independence would rather work on their own with fewer constraints than you. The slight difference in your two styles is such that there should not be any problems maintaining a good working relationship.

- ⚠ You typically balance your need for independence with your willingness to work within established protocols. Team members scoring high in Independence, on the other hand, may tend to seek opportunities to work autonomously, using their own resources to get the job done.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Objective Judgment

The ability to think clearly and be objective in decision-making.



While you exhibit a moderately low level of Objective Judgment, team members scoring lower than you may regularly act on feelings alone. It is important, even though they may make good decisions, that you stress the value of taking a more logical approach and being more deliberate in making decisions affecting the team.

You and the other team members scoring moderately low in Objective Judgment approach situations with a blend of objectivity and intuition. You may use intuition when stressful decisions must be made. You, as team leader, should ensure that at least one team member is able to provide an objective evaluation of the group's decisions.

- ⚠ While you often take action based on intuition alone, team members scoring high on Objective Judgment may need to review data logically. They typically require more information than you to determine a course of action, due to their reliance on objective analysis. You should train them on gathering subjective information from others in order to make decisions that require more intuition.

- ⚠ Indicates a greater than one score level difference between your results and those of any team member

Action Steps

The ProfileXT Team Report was designed to provide you with a better understanding of how the characteristics of your team members fit with one another. Perhaps more importantly, you can see how work-related behaviors of team members fit with yours as the team leader.

Once you are aware of how each team member's characteristics compare with yours, here are a few points to remember as you manage the team's efforts in the future:

- As a team leader, you will find this information powerful. The greater your understanding of those on your team, the more effective your management of that team will be.
- If interpersonal conflicts arise between team members, refer to this report for information that will help you manage and resolve conflicts to the team's overall benefit.
- Your increased understanding of how the team members differ in their individual characteristics and behavioral tendencies will help you carry out effective intervention and conflict resolution for the good of the team.

There are other assets at your fingertips that will be wonderfully effective tools for working with your team. You can capitalize on the valuable information provided with the many ProfileXT reports! These reports describe the characteristics, strengths, and areas for development for each team member in great detail. This information when combined with this ProfileXT Team Report will give you comprehensive guidance for coaching them to reach the team's maximum potential.

