



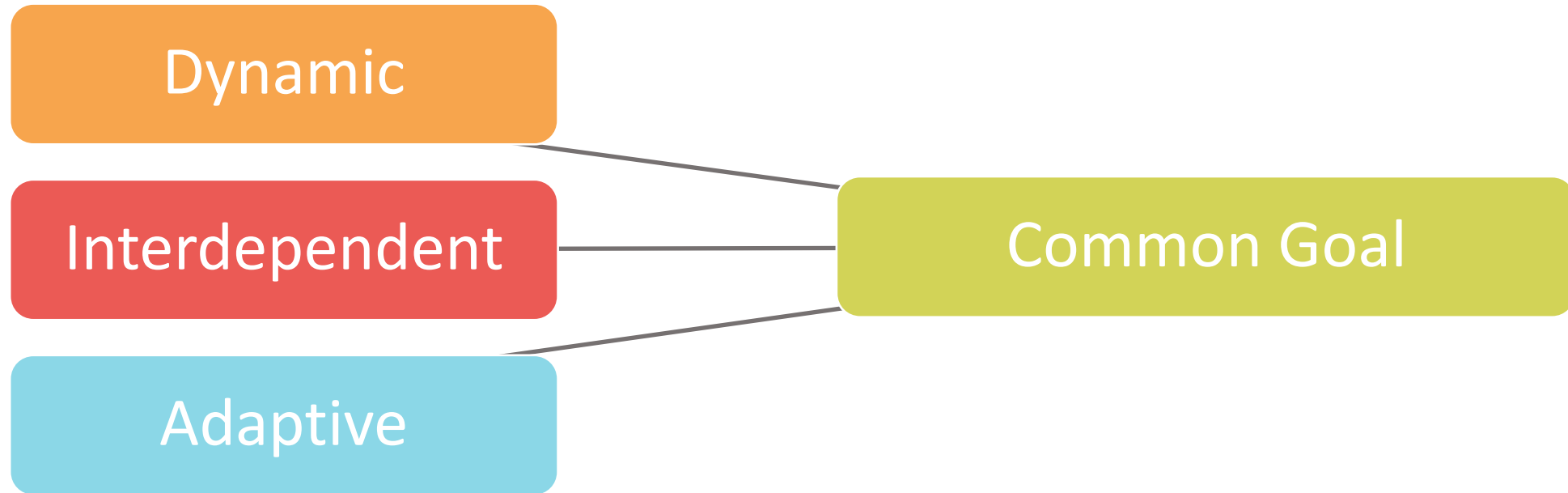
SUPERCHARGING TEAM DYNAMICS

THE PERSONALITY SCIENCE BEHIND HIGH PERFORMANCE

 **Psychometrics**



What is a Team?

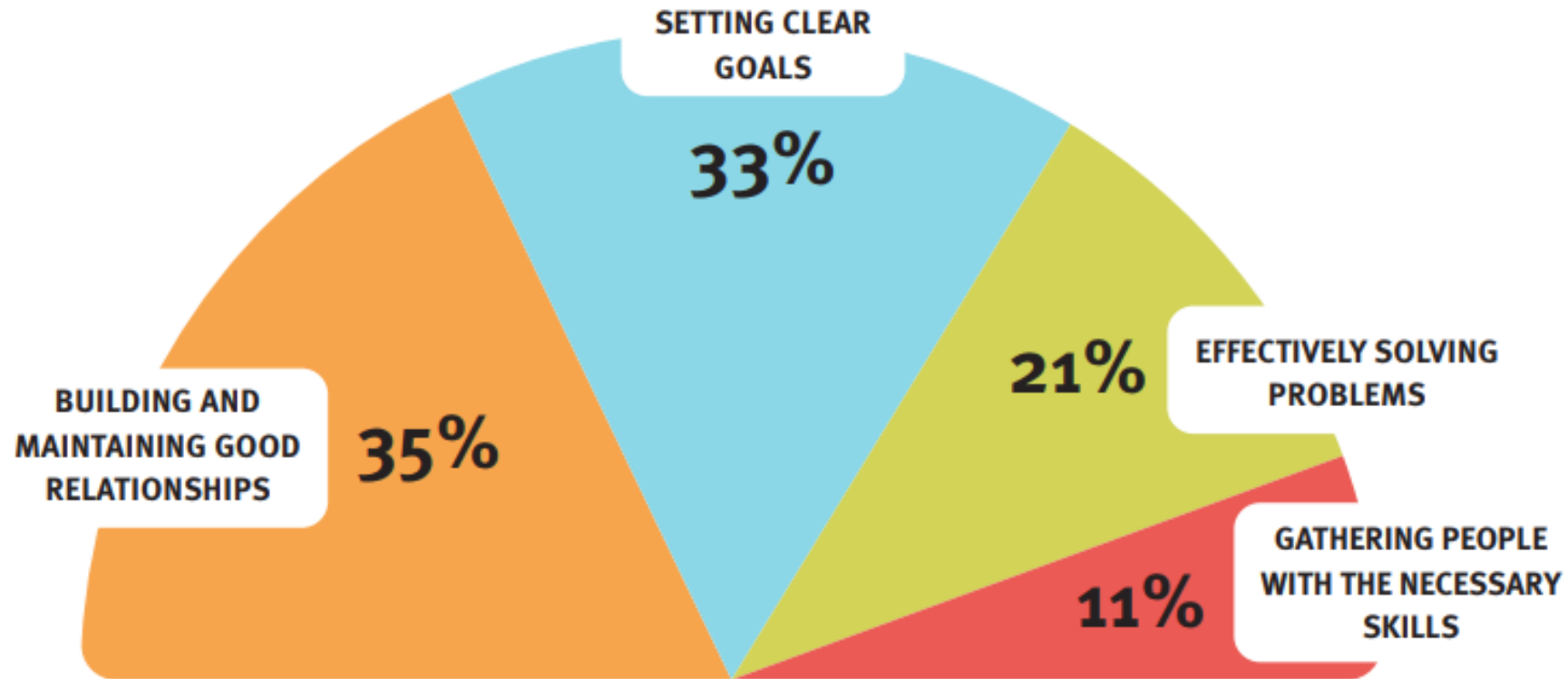


Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.”

Patrick Lencioni



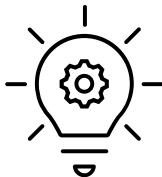
WHERE DO TEAMS HAVE THE MOST DIFFICULTIES?



Communication



Innovation



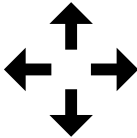
Conflict



Collaboration



Change



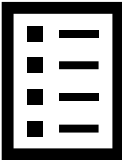
Problem Solving



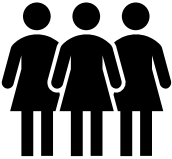
Learning



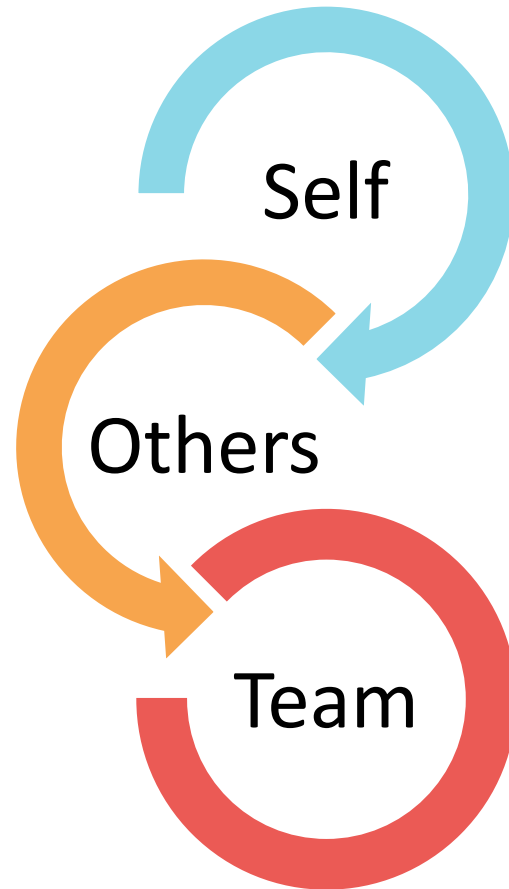
Goal Setting



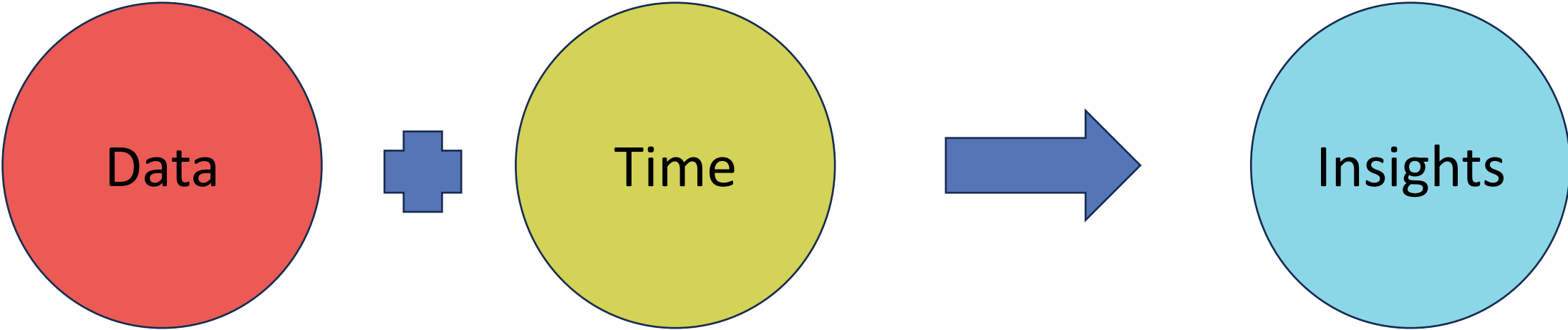
Leadership



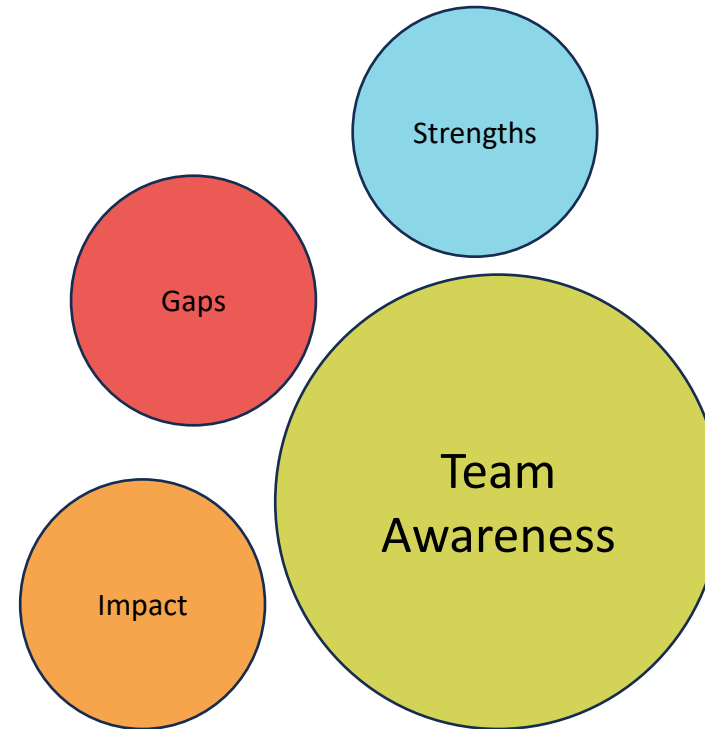
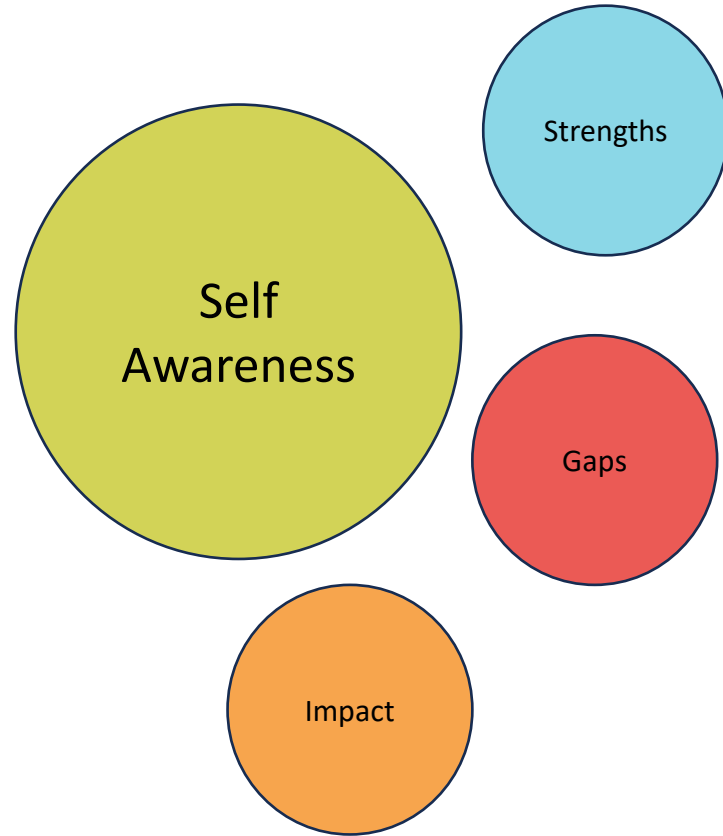
Awareness



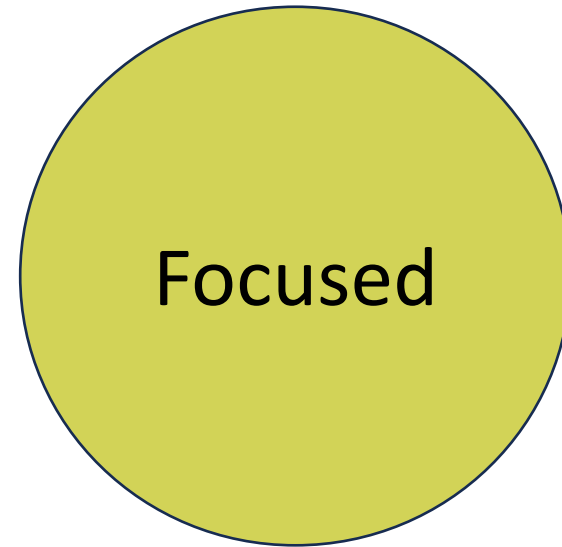
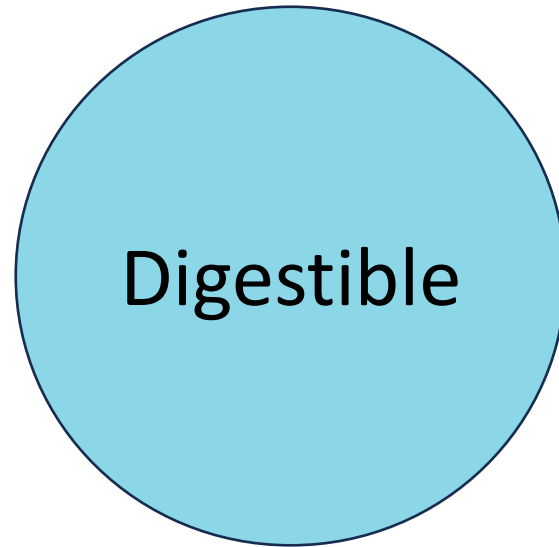
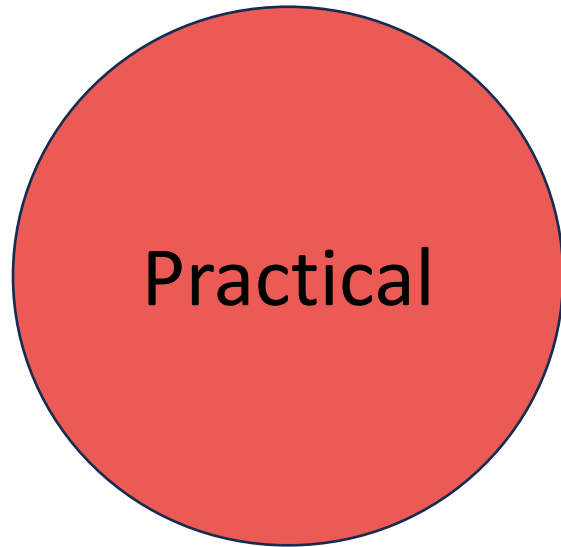
Teams need



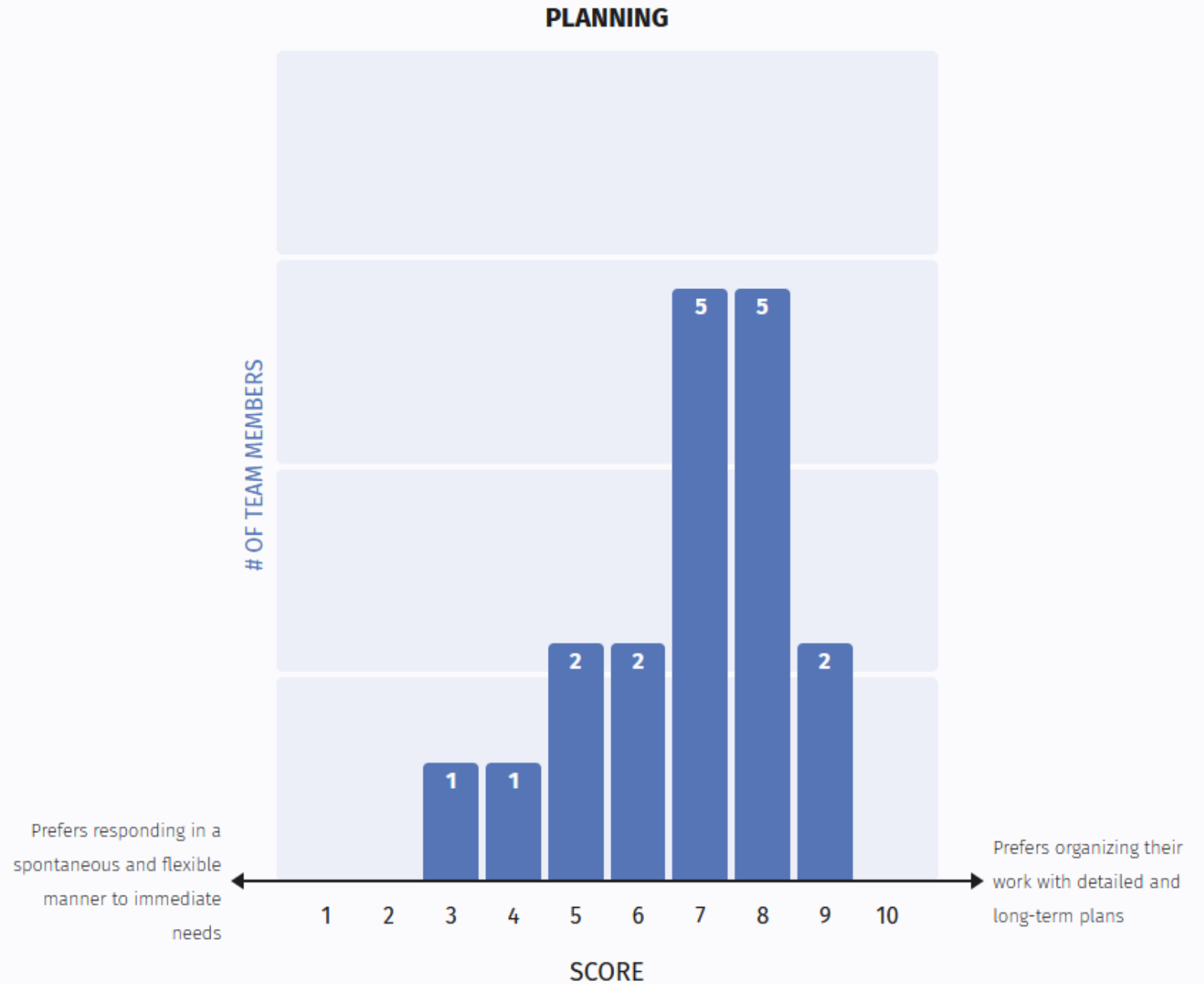
Data



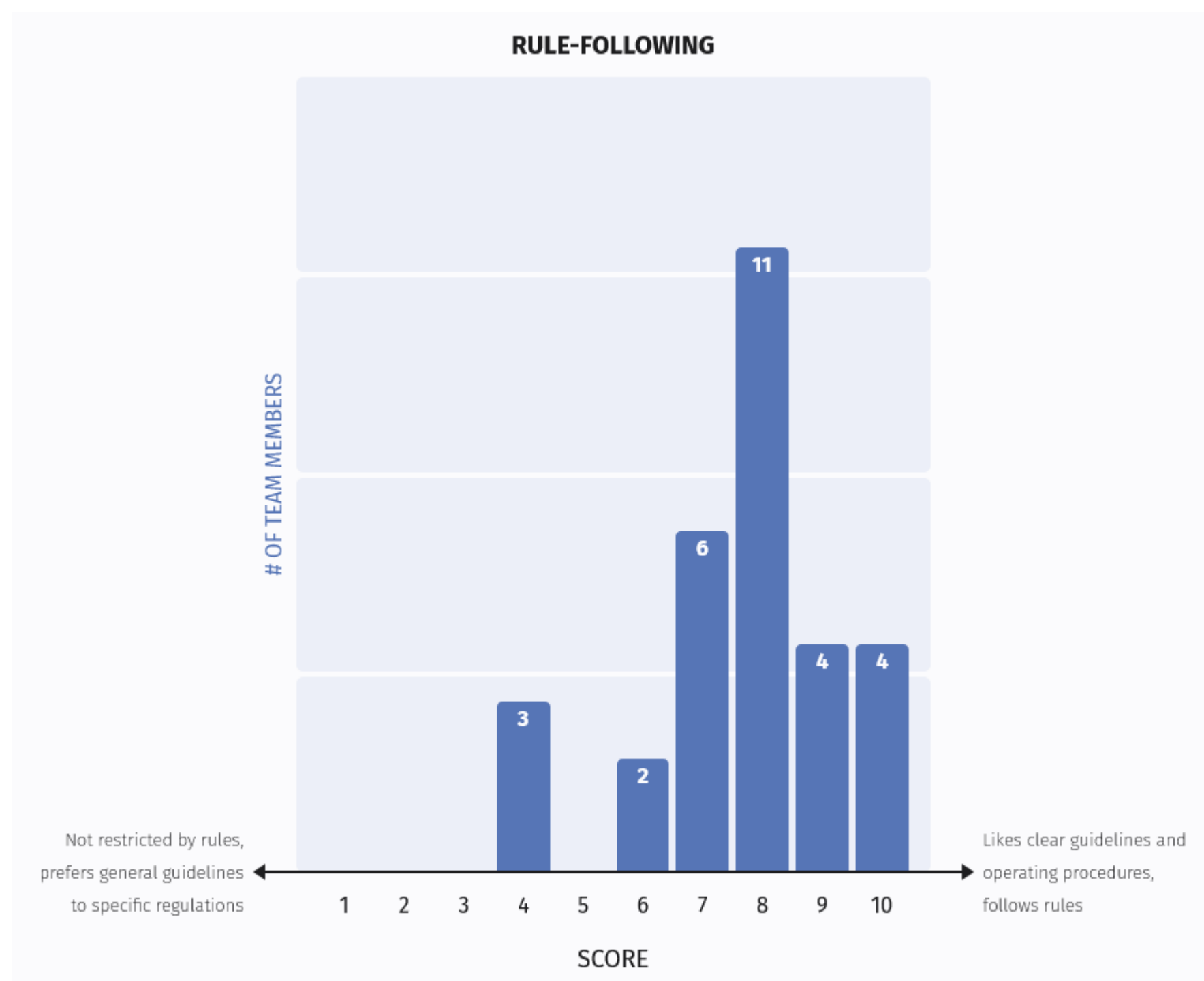
Team Insights



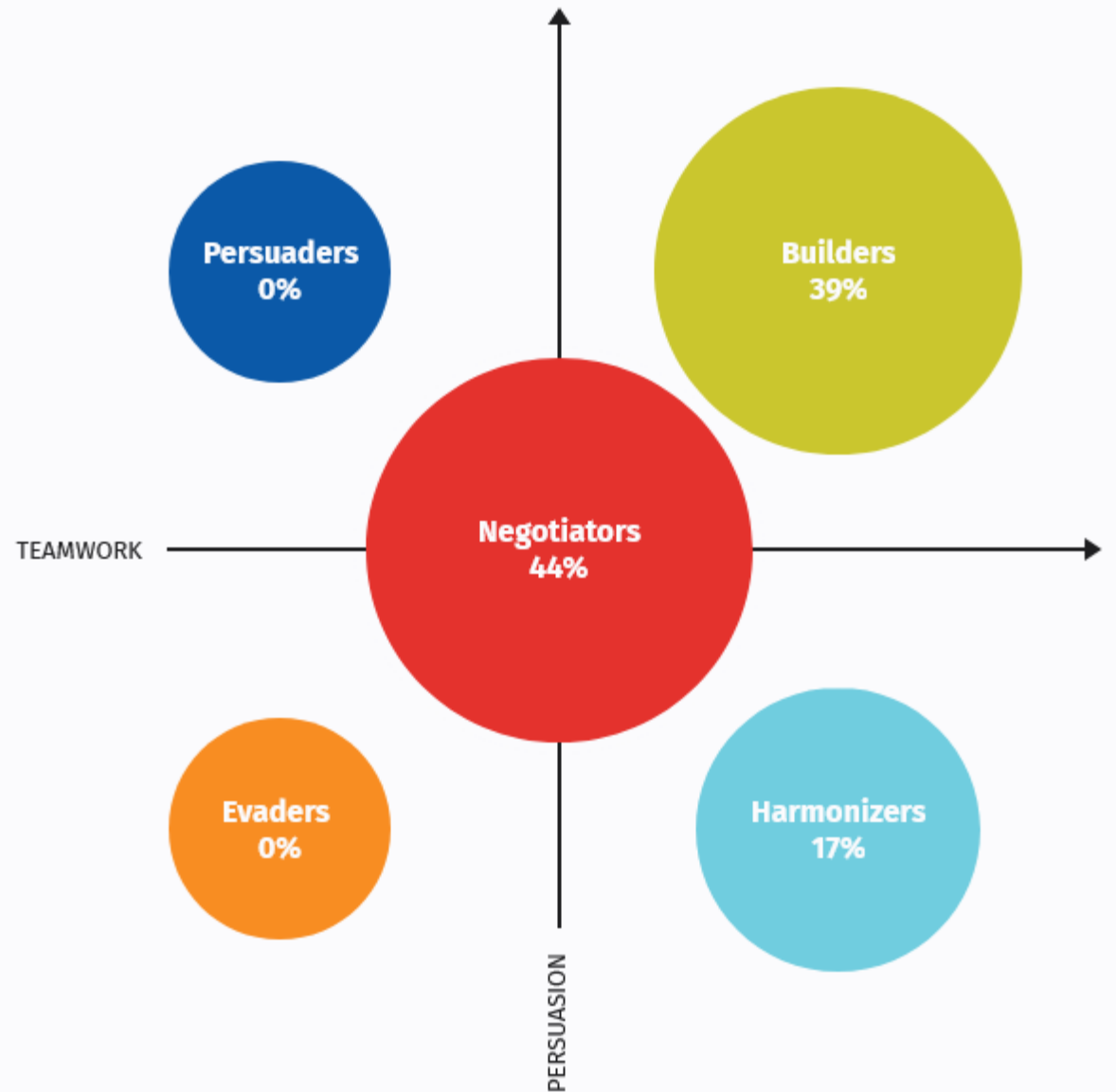
Bankers



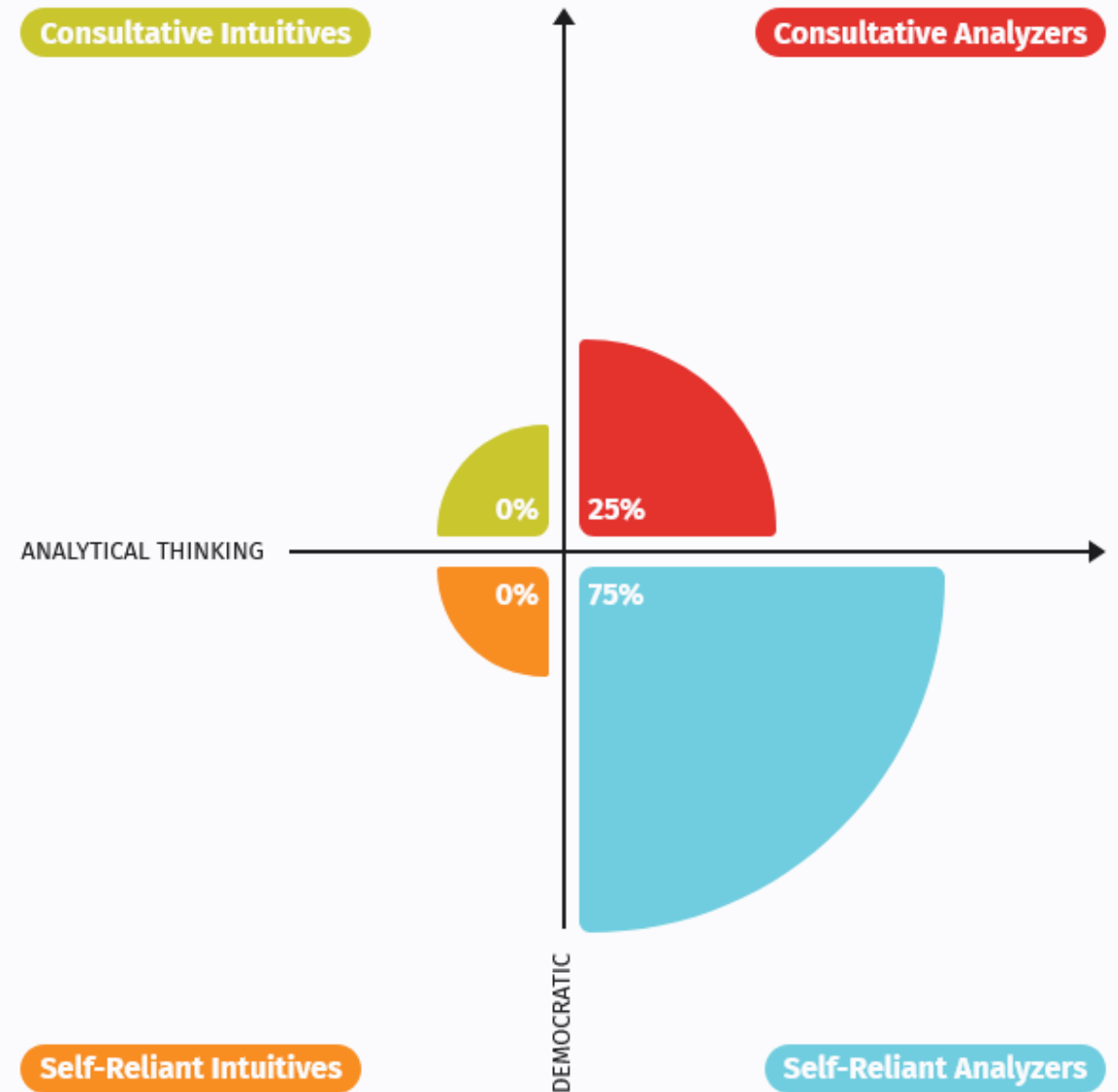
Retail Store Managers

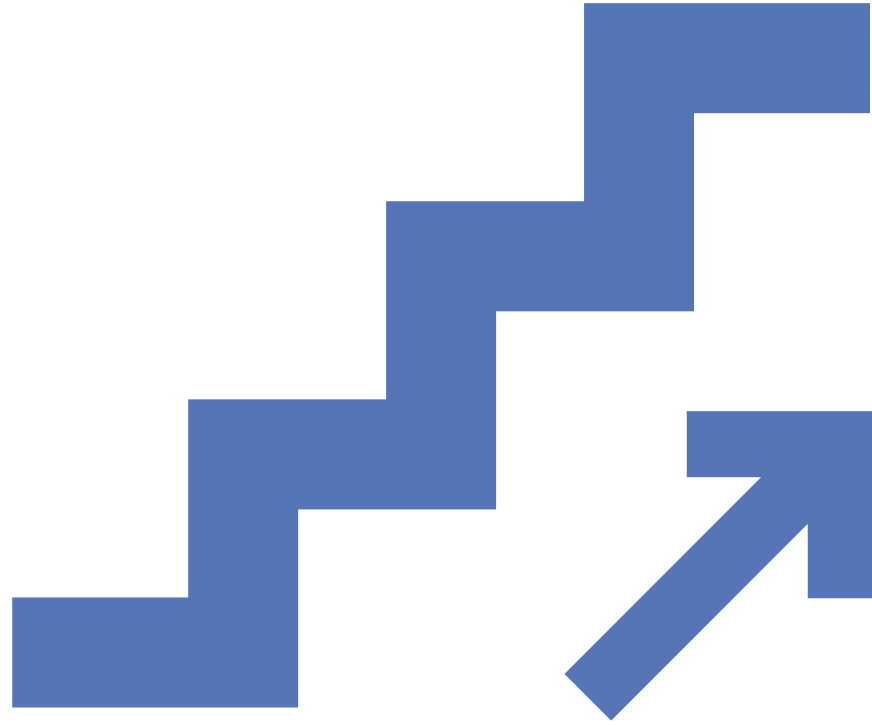


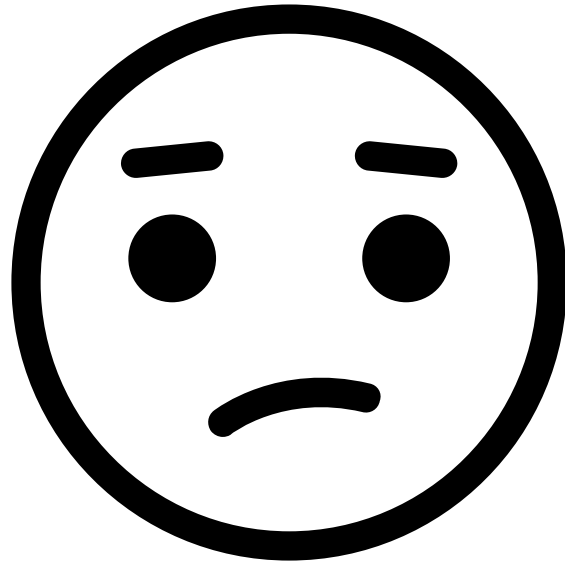
Financial Regulator - Conflict Styles



IT Team - Problem Solving Styles

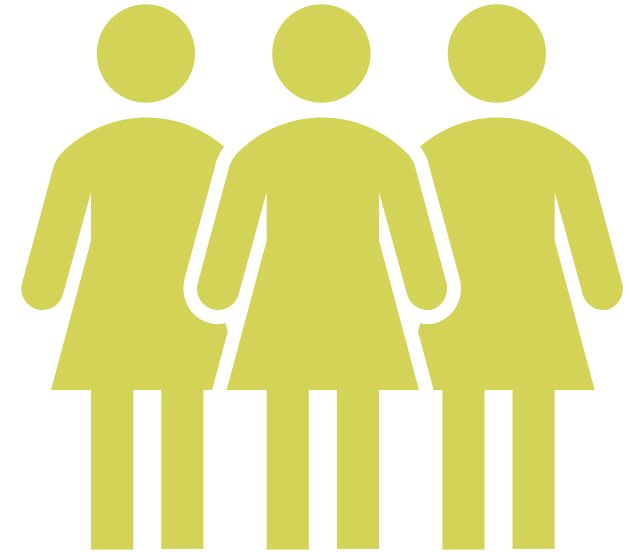






Team Leaders!

1. Bad conditions trump potential
2. Communicate importance of teamwork
3. Recognize and reward team behaviours
4. Work on the team



Good judgment comes from experience



Before Action Reviews

- What are our intended results?
- What challenges can we anticipate?
- What have we or others learned from similar situations?
- What will make us successful this time?



After Action Reviews

- What were our intended results?
- What were our actual results?
- What caused our results?
- What will we do the same next time?
- What will we do differently?

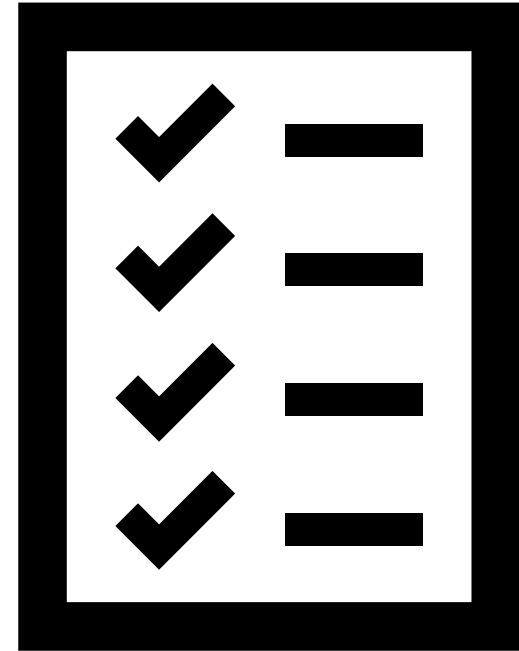


Dynamic Teams are Reflective Teams



Reflection Checklist

- Awareness comes from data
- Segment data
- Visualize data
- Issues lens to review data
- Share data
- Revisit data





CHANGE

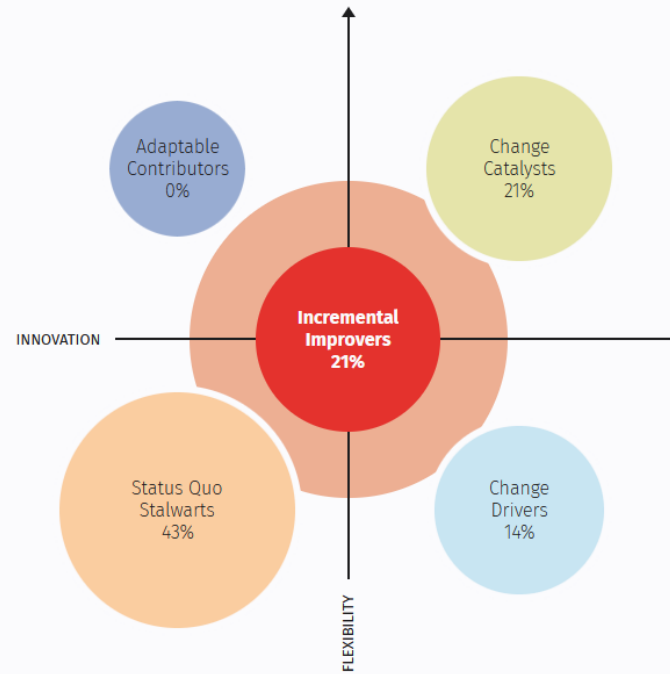
COMMUNICATION

CONFLICT

PROBLEM SOLVING

TEAMWORK

SCALE ANALYTICS



INCREMENTAL IMPROVERS

Style: Improve things by building on what currently exists.

Strengths:

- Applying new ideas to improve current work processes and procedures
- Adapting to moderate levels of change
- Searching for timely solutions to pressing challenges

Derailers:

- Not recognizing when modifications are insufficient and larger changes are required
- Overlooking ideas that are highly innovative
- Implementing solutions that are convenient but may not address long-term needs

To better manage change:

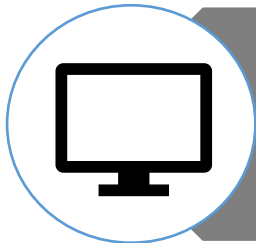
- Consider if more significant changes and a greater investment of time may be necessary
- Don't move too quickly from idea to implementation



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