Psychometrics

Supercharging Team Dynamics: Q&A

1. **What are some questions that a Team Lead could ask their team to help facilitate the conversation when looking at their team's assessment data?**

A. *Here are a few to get the conversation started in a focused way:*
- *What strengths does the information suggest we have? Are we harnessing them appropriately? To better utilize our strengths, what should we do differently?*
- *What gaps or challenges are presented? How do these impact our work? To better address these challenges, what should we do differently?*

For another similar activity you can download this breakout activity: https://www.psychometrics.com/wp-content/uploads/2023/11/Team-Dynamics-Breakout-Activity-3.pdf

2. **What should I think about when influencing team dynamics remotely?**

A. *Influencing team dynamics remotely requires a very purposeful engagement of team members about how they work, what works well, and what could be improved. Have frequent and ongoing conversations with the team about different team related issues – for example, start with exploring Communication and what would make it better. Then in a follow-up meeting discuss Managing Change, etc.*

3. **What type of questions would you use to encourage individual self reflection to identify strengths, gaps and impacts? Often people have blinders that inhibit that identification.**

A. *I would recommend starting with an assessment that provides the individual with information about their work style, potential strengths, and areas for development. Then you ask questions such as:*
- *What is working well for you?*
- *What strengths do you recognize? How can you continue to harness them?*
- *How might others see your behaviour? What might they list as your greatest strengths and challenges?*
- *What area(s) of development do you think would have the biggest impact on your future success?*

4. **Do you have specific advice for large teams (20 people or so) to make meetings more efficient? And keep everyone engaged?**

A. Here are 5 tips:
- *Everyone at the meeting should have a clear reason for being at the meeting. Is it for updates, or brainstorming, or evaluating results, or team building...?*
- *Communicate expectations of participants before the meeting. E.g. "We will be meeting to share ideas about useful modifications to our project – please be ready to share your thoughts."*
- *Keep the meeting agenda focused on the purpose for the meeting – no tangents (unless you are brainstorming!).*
- *If the meeting requires discussion amongst participants, consider ways that you could use breakout groups to allow everyone to contribute.*
- *Stick to the timeline and keep the meeting as short as possible.*

5. How many WPI reports are needed to utilize the Team Dynamics results. I am working with small company just beginning to use tool.

A. Team Dynamics results are available as soon as two people in a team have completed the Work Personality Index. As more team members complete the assessment, their results are automatically added to the team's results.