



Suggested strategies for greater engagement and satisfaction.

TEAM DEVELOPMENT REPORT

Company | Department



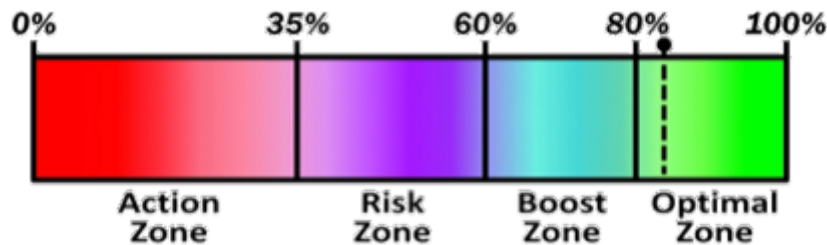
OVERVIEW

The purpose of this report is to enable...

- Greater self-awareness, improved communication and better relationships.
- Personalised material for staff appraisals.
- Accurate measurement of motivation and satisfaction.
- Talent development and retention.
- A more informed approach to handling differences.
- Creation of personal development plans.
- Tailored reward strategies and management styles.
- Career paths that align with natural preferences.
- Optimised roles and responsibilities.
- Long-term stability of the team.

MOTIVATIONAL SCORE

- The team is currently 83% motivated which puts them in the Optimal Zone. This means that they are currently happy and motivated. The challenge now is to maintain this level of motivation and the information in this report gives suggestions on how to achieve it.



CORE DRIVERS

- The team enjoys being aware of the purpose of the wider organisation, making meaningful contributions to the strategic objectives and knowing how they are making a positive impact through their work.
- The team enjoys specialising in areas of interest and mastering their own work. Having training and contact with other experts will support continual learning, allow them to perform better and feel more satisfied.
- The team seeks certainty, stability and will take positive steps to assure their future. Order, clarity and high job security is key.

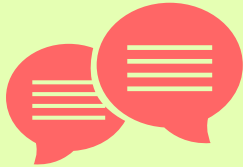
TEAM MAP

Searcher - Seeks meaning and to make a difference.

Top Motivator **Second Motivator** **Third Motivator** **Lowest Motivator**

Name		Searcher	Expert	Defender	Creator	Spirit	Director	Friend	Star	Builder	Motivation Audit			
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Mr.	White	22	12	31	12	20	30	14	19	20	92%	10	8	8
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Mr.	Orange	25	23	20	20	20	22	21	17	12	76%	8	7	7
Total		228	178	178	167	156	146	131	130	126	83%			

COMMUNICATION



- Reinforce the organisation's Purpose, Values, and clarify how each team/person contributes to or plays an important role in the success of the business.
- Provide plenty of quality feedback, especially about the consequences of their work, the positive impact it has made and why.

MOTIVATION



- Gather positive feedback from customers about the service they received and share with the team.
- Reduce or avoid meaningless routines. Ask for ideas on which processes of routines can be improved or removed.

IMPROVEMENT



- Clearly communicate the organisational "Big Picture" and ensure that each team appreciates where they fit in and contribute towards the organisation's Vision.
- Align individual values with relevant projects or role responsibilities.

TEAM MAP

Expert - Seeks expertise and mastery.

Top Motivator Second Motivator Third Motivator Lowest Motivator

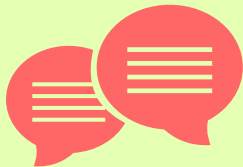
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DIFFERENCES



- Differences can be experienced when a high Expert likes to explore the granular detail of a topic, give and receive lots of information and a low Expert prefers simple facts, bullet points, and the summarized version.

COMMUNICATION



- Background information, detail, data and evidence are important for high Experts.
- Highlight upcoming learning opportunities for the team to take part in.
- Consider using the words "Expert" or "Specialist" in role titles for high Experts.

MOTIVATION



- Offer for individuals to be mentored to increase their level of expertise in a specific subject.
- Request for volunteers to Mentor others so they can demonstrate their expertise and upskill the capability in the team.

IMPROVEMENT



- Discuss training opportunities with the team and how they will help achieve organisational goals.
- Include training and specialisation as part of Personal Development plans for each team member.
- Provide opportunities for individuals to share their expertise with their team or wider group.

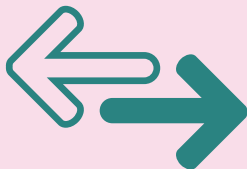
TEAM MAP

Defender - Seeks predictability and stability.

Top Motivator **Second Motivator** **Third Motivator** **Lowest Motivator**

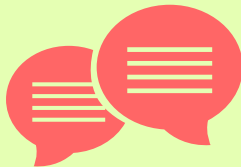
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DIFFERENCES



- Differences can be experienced when a high Defender seeks stability and certainty about the future, and a low Defender is more comfortable with taking risks and more impulse decision-making.

COMMUNICATION



- Clear and regular communication about upcoming changes and long-term plans (even if there are no changes planned, that is good to know!).

MOTIVATION



- Plan the future; Both short-term and long-term. Specify where team members will be in 1 year and in 5 years, and how you will get there.
- Create procedures and routines to enable predictable and consistent work even during times of significant change.

IMPROVEMENT



- Be clear about the organisations Vision and how the team contributes to its success. Being aware of each person can be more useful and productive towards the organisation's success will secure long-term benefits.

TEAM MAP

Creator - Seeks innovation and change.

Top Motivator **Second Motivator** **Third Motivator** **Lowest Motivator**

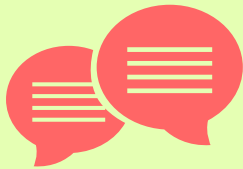
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DIFFERENCES



- Differences can be experienced when a high Creator enjoys creating new and innovative solutions without being blocked by rules / regulations and is in a change-resistant environment with established routines.

COMMUNICATION



- Provide regular updates about how the organisation is changing and improving.
- Share information on any advanced technology or latest methods being used in the organization.

MOTIVATION



- Use creative techniques to problem solve or generate new ideas, E.g. brainstorming, the “20 ideas” approach or role play.
- Set goals and objectives that specifically require creative applications or original solutions to challenging problems.

IMPROVEMENT



- Provide a stimulating environment, especially where brainstorming is done. Creativity is stimulated by beauty, by nature, by music and art, and often what is unusual.
- Ask for and listen to the team’s opinions and ideas on what changes can be made to routines or processes to increase productivity.

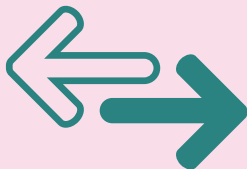
TEAM MAP

Spirit - Seeks freedom and independence.

Top Motivator **Second Motivator** **Third Motivator** **Lowest Motivator**

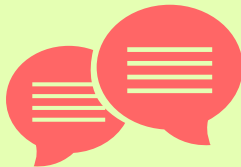
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DIFFERENCES



- Differences can be experienced when a high Spirit enjoys freedom and making their own decisions and a low Spirit considers camaraderie and team spirit more important than maverick individuals.

COMMUNICATION



- Encourage a mindset that they are really managing their own business to create a sense that they are not fulfilling their responsibilities for the organisation, but for themselves.

MOTIVATION



- Avoid micro-management and encourage a sense of choice in the team's work.
- Reward with freedom and autonomy; giving authority to proceed as they choose is extremely motivating.

IMPROVEMENT



- Set clear and specific goals and then enable the team to achieve those goals as they see fit. Judge them on the results, not the processes.

TEAM MAP

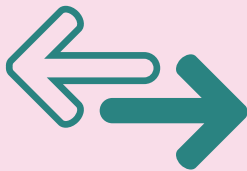
Director - Seeks power, control and influence.

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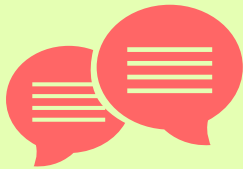


DIFFERENCES



- Differences can be experienced when a high Director seeks control and authority and a low Director does not much care for being in control of people and resources and may see the Director motivator as bossy or overbearing.

COMMUNICATION



- Request feedback on how successful meetings are within the organisation and what could be improved.

MOTIVATION



- Delegate responsibilities to high Directors and monitor how they perform.
- Allow greater responsibility to make decisions or control resources.
- Allow Directors to stand in for senior roles as often as possible.

IMPROVEMENT



- Be aware of where many Directors are working in the same team and people compete for control which can fracture team cohesion.

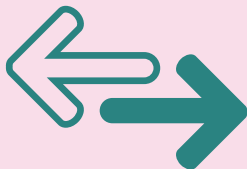
TEAM MAP

Friend - Seeks belonging and friendship.

Top Motivator Second Motivator Third Motivator Lowest Motivator

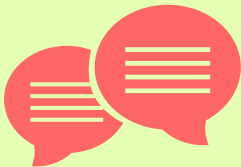
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DIFFERENCES



- Differences can be experienced when a high Friend enjoys belonging to a friendly group and working in a collaborative environment and low Friends are less naturally inclined towards socialising at work.

COMMUNICATION



- Any changes will be viewed through the filter question "How will this affect the people here?". Therefore, when communicating change, clarify the impact to the people who will be affected.

MOTIVATION



- Offer support to individuals who would benefit.
- Ask for people's opinions and involve them in group discussions.
- Plan social activities to mix with people internally and externally.

IMPROVEMENT



- Encourage a more collaborative approach to decision-making and team activities.

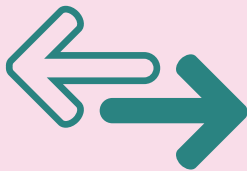
TEAM MAP

Builder - Seeks money and material satisfaction.

Top Motivator Second Motivator Third Motivator Lowest Motivator

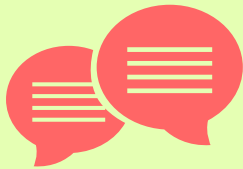
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DIFFERENCES



- Differences can be experienced when a high Builder enjoys having clear goals, is attracted to well-paid work and measures the value of things in terms of money and a low Builder sees financial reward as less relevant and may be not as goal-orientated.

COMMUNICATION



- Ensure goals are clearly defined and agreed with low Builders
- Articulate what achievements will mean to the organisations bottom line and how pay-rises or bonuses can be achieved.

MOTIVATION



- Link performance and targets to financial rewards.
- Create an environment with clear career paths and a visible route to obtain promotion.

IMPROVEMENT



- Agree goals and regularly review progress.
- Map out individual career paths and identify what achievements, training or promotion is required to achieve it.

TEAM MAP

Cross-Cluster Differences

Top Motivator Second Motivator Third Motivator Lowest Motivator

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CREATOR VS DIRECTOR



- Differences can be experienced when a high Creator wants freedom to develop new ideas without constraint and a high Director wants control over what is developed and when in a managed way.

DEFENDER VS CREATOR



- Differences can be experienced when a high Defender enjoys security, predictability and for things to stay the same whereas a high Creator thrives on variety and a culture of change.

DIRECTOR VS FRIEND



- Differences can be experienced when a high Friend enjoys being part of the team and values positive relationships more than a high Director who seeks control, enjoys making critical decisions and does not like relationship matters to hinder progress.

DIRECTOR VS SPIRIT



- Differences can be experienced when a high Spirit enjoys making their own decisions and prioritizing their own time and a high Director seeks influence and control over people and resources.