

Working Relationships

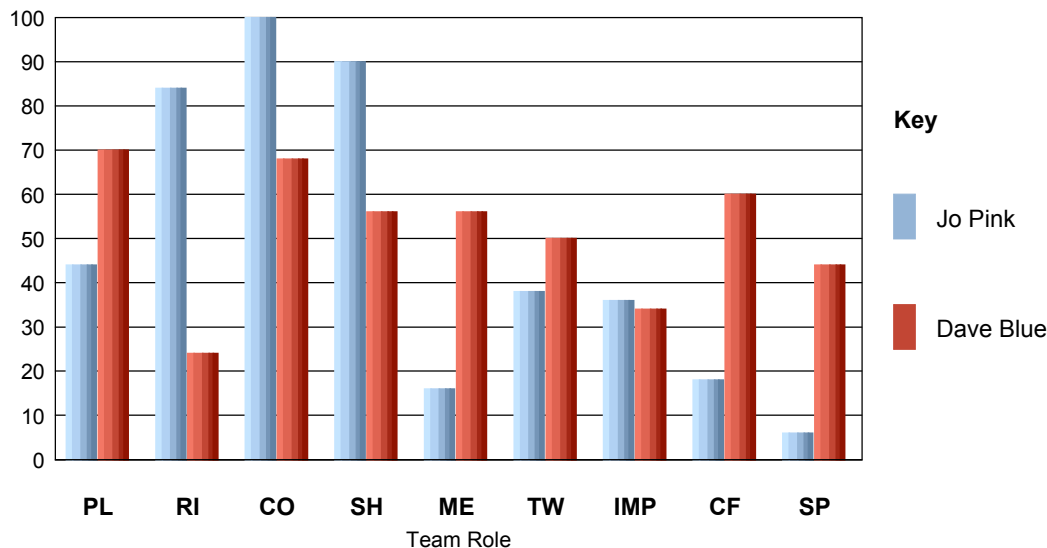
Jo Pink and Dave Blue

This report compares the Team Role combinations of two people to analyse how they might work together. The analysis focuses on comparing the first and second Team Roles of each person. Please note that large differences in personal calibre, or strongly held viewpoints, may override any forecasts based on Team Role chemistry.

This report is based on Self-Perception plus Observer Assessments.

Jo Pink is the manager of Dave Blue.

Percentile



On the basis of the top Team Roles, this Team Role combination has the potential to be successful because Jo Pink should be good at identifying talent and knowing how to use it. Jo will need to orchestrate Dave Blue's ideas. At the same time, Dave must learn to accept from Jo when an idea is not worth pursuing.

Looking at the second Team Roles, Jo and Dave may get on well provided that there is not a clash of management styles. If Dave is allowed some discretion and is left to arrange and organise an agreed programme the relationship could work well.

Some questions to consider

- How similar are Jo and Dave in Team Role terms? Generally speaking, Team Role partnerships work best where Team Roles are primarily complementary.
- Are Jo and Dave primarily social-, thinking- or action-focused or is there a combination of approaches in evidence?
- Are there any obvious Team Role gaps or overlaps? If so, Jo and Dave may have to decide how best to share Team Role responsibility between them.

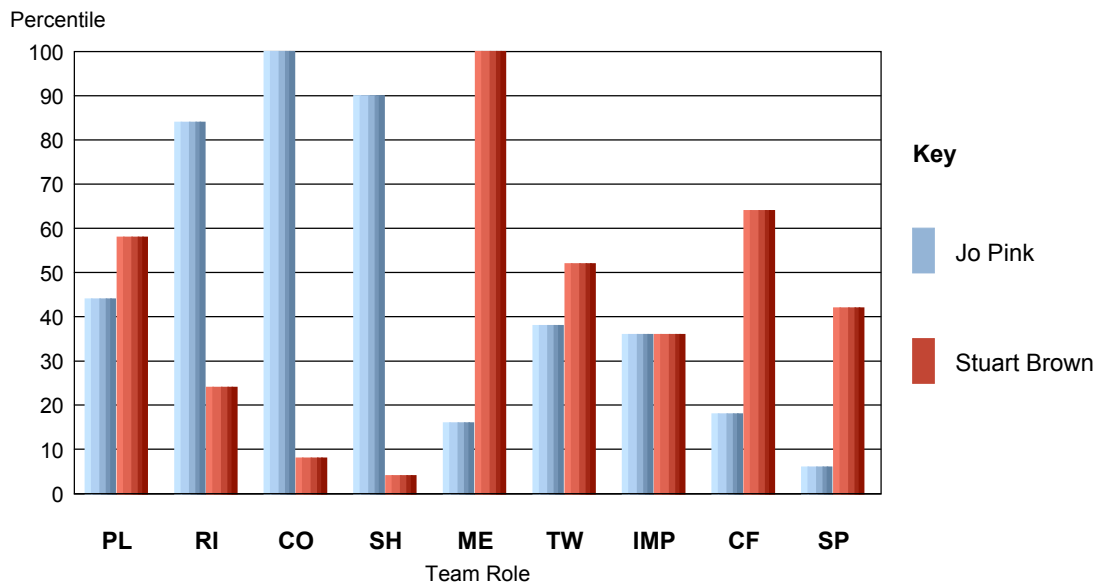
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Jo Pink and Stuart Brown

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Jo Pink is the manager of Stuart Brown.



On the basis of the top Team Roles, this Team Role combination has the potential to be successful providing Jo Pink respects and heeds Stuart Brown's advice. The only danger is that this relationship might spend excessive time on theoretical issues.

Looking at the second Team Roles, Jo and Stuart may get on well to ensure that goals are pursued and targets met. However, this can make for a tense relationship and Jo must take steps to alleviate any anxiety on Stuart's part.

Some questions to consider

- How similar are Jo and Stuart in Team Role terms? Generally speaking, Team Role partnerships work best where Team Roles are primarily complementary.
- Are Jo and Stuart primarily social-, thinking- or action-focused or is there a combination of approaches in evidence?
- Are there any obvious Team Role gaps or overlaps? If so, Jo and Stuart may have to decide how best to share Team Role responsibility between them.

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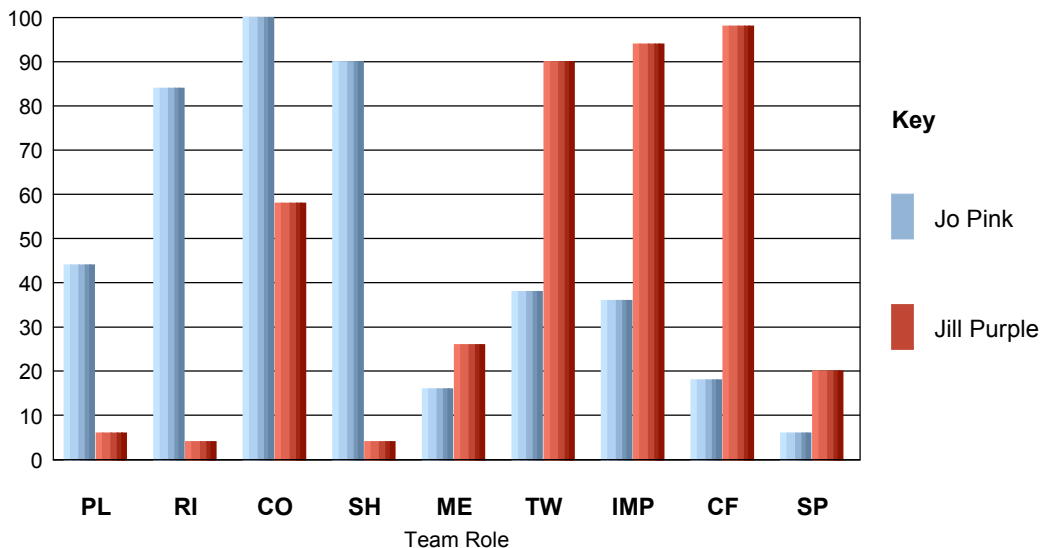
Jo Pink and Jill Purple

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This report is based on Self-Perception plus Observer Assessments.

Jo Pink is the manager of Jill Purple.

Percentile



On the basis of the top Team Roles, this Team Role combination has the potential to be successful since Jill Purple will be able to take care of the details whilst Jo Pink keeps an eye on the bigger picture. In this relationship, it is important that Jo keeps Jill on track in order to ensure that deadlines are met.

Looking at the second Team Roles, Jo and Jill are likely to make a good working pair in getting things done. This pairing is likely to perform better in a setting where the emphasis falls on tasks rather than the handling of people.

Some questions to consider

- How similar are Jo and Jill in Team Role terms? Generally speaking, Team Role partnerships work best where Team Roles are primarily complementary.
- Are Jo and Jill primarily social-, thinking- or action-focused or is there a combination of approaches in evidence?
- Are there any obvious Team Role gaps or overlaps? If so, Jo and Jill may have to decide how best to share Team Role responsibility between them.

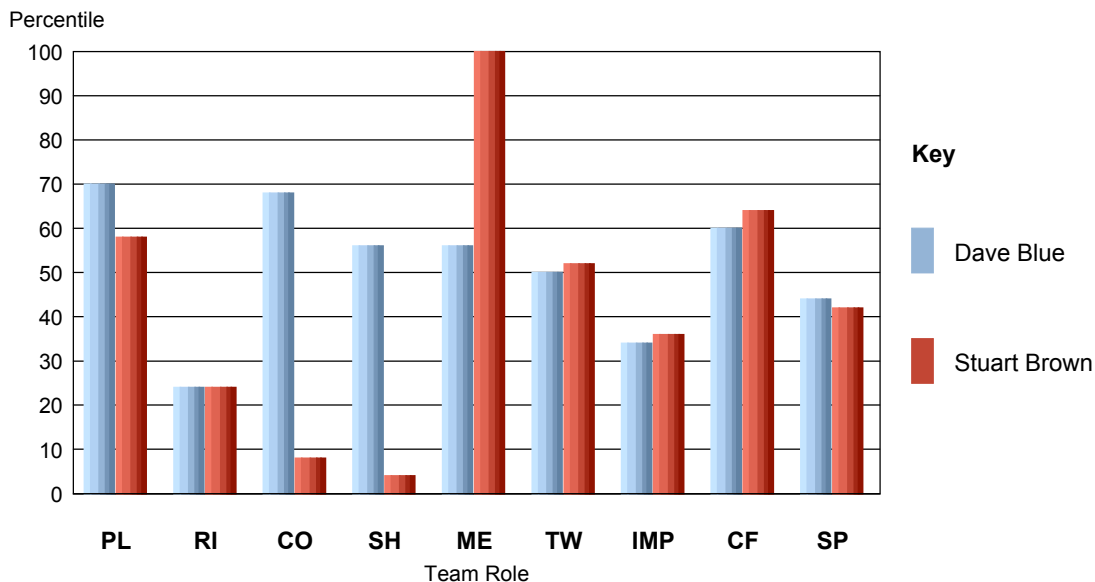
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Dave Blue and Stuart Brown

This report compares the Team Role combinations of two people to analyse how they might work together. The analysis focuses on comparing the first and second Team Roles of each person. Please note that large differences in personal calibre, or strongly held viewpoints, may override any forecasts based on Team Role chemistry.

This report is based on Self-Perception plus Observer Assessments.

Dave Blue and Stuart Brown are colleagues.



On the basis of the top Team Roles, this Team Role combination may encounter difficulties as it may produce a lot of verbal argument and possible conflict. New ideas may be squashed rather than developed. However, the relationship could generate fruitful strategies if each party recognises the other's strengths rather than trying to compete on intellectual matters.

Looking at the second Team Roles, Dave Blue and Stuart Brown may get on well given that Stuart focuses on the tasks and Dave on the people issues. Otherwise boundary issues are likely to arise.

Some questions to consider

- How similar are Dave and Stuart in Team Role terms? Generally speaking, Team Role partnerships work best where Team Roles are primarily complementary.
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- Are there any obvious Team Role gaps or overlaps? If so, Dave and Stuart may have to decide how best to share Team Role responsibility between them.

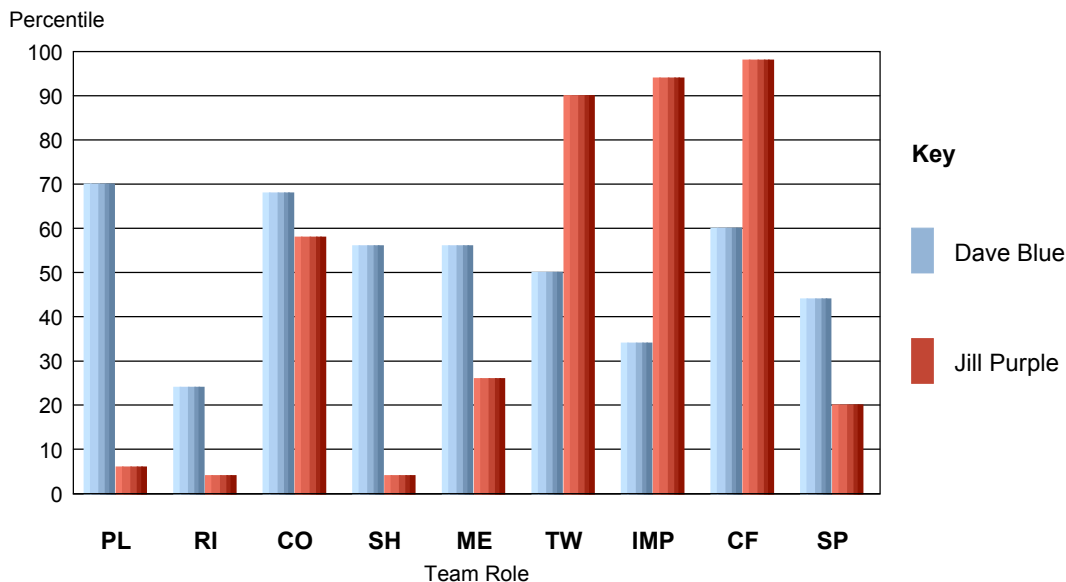
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Dave Blue and Jill Purple

This report compares the Team Role combinations of two people to analyse how they might work together. The analysis focuses on comparing the first and second Team Roles of each person. Please note that large differences in personal calibre, or strongly held viewpoints, may override any forecasts based on Team Role chemistry.

This report is based on Self-Perception plus Observer Assessments.

Dave Blue and Jill Purple are colleagues.



On the basis of the top Team Roles, this Team Role combination may encounter difficulties as Dave Blue is likely to focus on the ideas and Jill Purple on the detail. If they are to work closely together, their respective duties will need to be carefully negotiated.

Looking at the second Team Roles, Dave and Jill are likely to make a good working pair, provided that Jill concentrates on getting things done and Dave deals with the people issues and the overall goals.

Some questions to consider

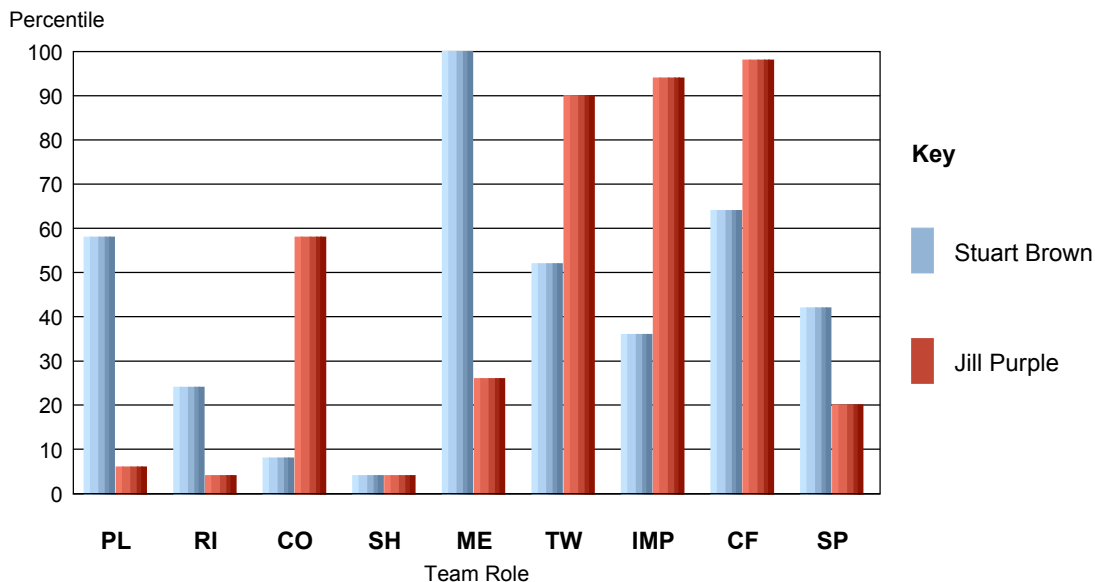
- How similar are Dave and Jill in Team Role terms? Generally speaking, Team Role partnerships work best where Team Roles are primarily complementary.
- Are Dave and Jill primarily social-, thinking- or action-focused or is there a combination of approaches in evidence?
- Are there any obvious Team Role gaps or overlaps? If so, Dave and Jill may have to decide how best to share Team Role responsibility between them.

Working Relationships Stuart Brown and Jill Purple

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This report is based on Self-Perception plus Observer Assessments.

Stuart Brown and Jill Purple are colleagues.



On the basis of the top Team Roles, this Team Role combination may work well together, producing thoughtful and accurate results, although they may find difficulty in responding rapidly enough to new issues and challenges.

Looking at the second Team Roles, Stuart Brown and Jill Purple are likely to make a good working pair, carrying out tasks efficiently and accurately, provided that agreement is reached on where the priorities lie.

Some questions to consider

- How similar are Stuart and Jill in Team Role terms? Generally speaking, Team Role partnerships work best where Team Roles are primarily complementary.
- Are Stuart and Jill primarily social-, thinking- or action-focused or is there a combination of approaches in evidence?
- Are there any obvious Team Role gaps or overlaps? If so, Stuart and Jill may have to decide how best to share Team Role responsibility between them.