



Insights®

Team Discovery Report



Enabling Visions – helping leaders and teams succeed

Team Coaching | Leadership Development |
Team Building | Adventure Team Development

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How this team has a tendency to work...

This team is adaptable, easy-going, warm, friendly and generous. Underlying their characteristic tolerance is a natural curiosity. They find the diversity of the world immensely appealing.

Due to their sociable, friendly and warm-hearted demeanor, they are best employed in providing practical service to others.

The team tends to rely on their senses for information about what is going on in the world and accepts and uses this information in a practical way. They are proficient at alleviating the concerns of others.

The team is realistic and sees things as they are and are prepared to accept them as such. Learning how to use accepted methods of organisation and time management will help them to overcome a tendency to want to procrastinate.

They readily see the solution in crisis situations and will quietly rally support for their point of view. The Team feels a strength of conviction and has a clear vision of what is best for the common good.

Although their feelings are deep they can change quickly with their mood. At times, events can overwhelm them and they may find it almost impossible to say "No", even when the demands are unreasonable.

They look for the good in every situation. The Team is sympathetic, empathic and affable. The team is warm and gracious and believes in a philosophy of "live and let live".

The Team seeks greater fulfillment in their world through offering to help and service others.

The Team is a natural trainer, facilitator, educator and counsellor. Exhibiting a tendency to become concerned and hurt if their ideas are met with indifference or criticism, they may take conflict and rejection personally.

They are a good listener, with an ability to talk well when appropriate. They want to be indispensable to others and their desire to please is so strong that they can sometimes lose their own identity by ignoring their own needs.

They tend to live for today with a "you only go around once" philosophy. They tend to be fiercely loyal to their friends, prepared to sacrifice their own wants for the needs of the others. The Team tries to live each moment as a satisfying personal experience.

Loving and unselfconscious, they may lack a clear sense of their own identity and self worth. Although they have a tendency to undertake too much, somehow everything gets done in its own time.

How this team may interact with stakeholders...

The Team brings harmony and goodwill to any situation in which they find themselves.

The team needs to ensure they do not take on board too much of other peoples' emotions. The team uses their adaptability to solve problems and is good at getting others to adapt as well. They tend to value others but may adopt a romantic, idealised version of people and their potential. Placing a high value on harmonious relationships, it is not surprising that people turn to this Team for encouragement, nurture and support.

They trust their own insights into relationships and their true meaning, regardless of accepted or alternative beliefs. The team's major goal is to create and maintain good feeling and harmony among the people they relate to. They are reticent about conflict and can usually detect, ahead of others, when a disagreement is about to erupt.

The team enjoys social and harmonious relations with others. The team can be both sensitive and intense.

Acutely aware of what is and isn't appropriate behaviour, the team is often seen as gracious, charming, personable and social. The Team is especially sensitive to unexpressed anger and conflict.

The gift of their adaptability means that the Team has an uncanny skill for making life into an enjoyable performance, juggling many activities and people and usually enjoying the limelight.

How this team may make decisions...

People occasionally see the Team making decisions that appear to fly in the face of logic. Because the team values harmony and agreement, they believe the best way to maintain this is to persuade others of the validity of their viewpoint. They may find it difficult to make decisions based purely on objective considerations. They may unconsciously manipulate the process to get their own way. Generally a reflective decision maker, the Team finds problems stimulating and usually reflects carefully before they act.

The Team will respect alternative views and although they may not agree with them, they will be considered. The Team will be deeply committed whenever they choose to undertake a role or task. The Team would perform better if they focused more on in-depth study of analytical data during the decision making process. The Team is an excellent "sounding board" for others who are seeking to explore their own ideas. The Team may be thinking of so many things that their decisions may on occasions appear to be ill-considered.

The Team is prepared to modify their conclusions when they receive contradictory new information. They may have so many ideas on the go that they have difficulty in making up their mind on the best course of action. In their attempts to please others they may make promises they cannot fulfill. They recognise judgments that rely heavily on logical analysis, but then may ignore this in making their decisions. They make decisions relying on their personal experiences to see them through.