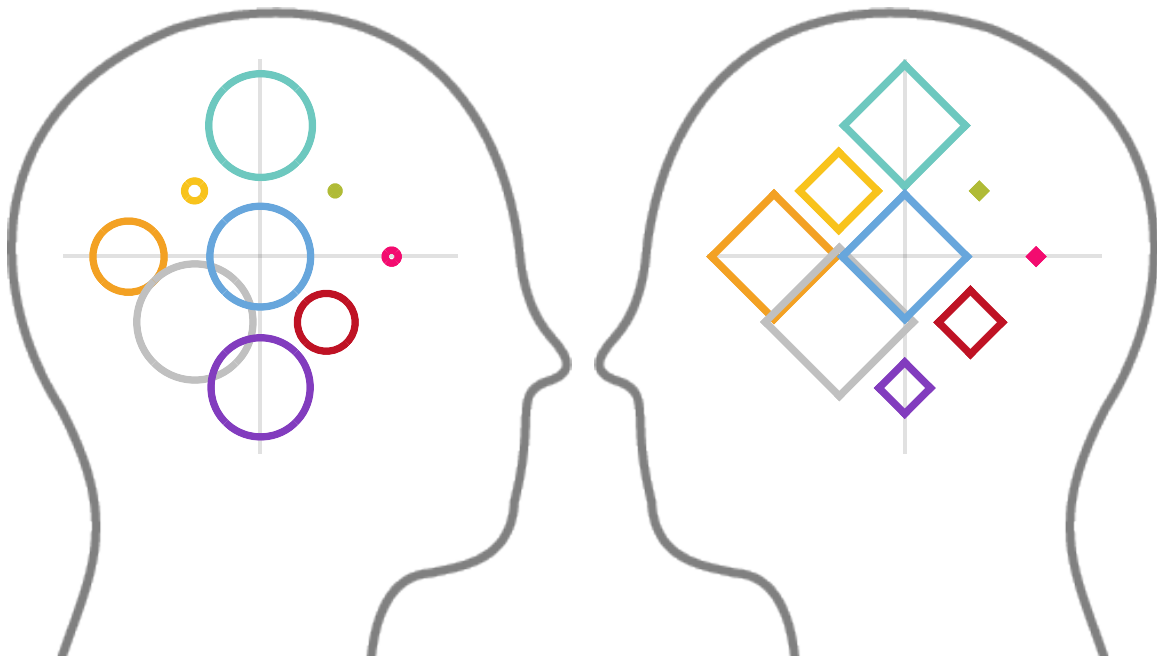


Team viewpoints report for CharacterScope Team



7 things to know about teams

- 1 Most people start with objectives, recruit for competence and only then try to create a team. Why not start with talented people who believe in each other, and then work out what you can be uniquely, distinctively good at?
- 2 The best teams get people to be their best – they spot the talents in each other and encourage, demand, support and cajole them to become the leader within.
- 3 Teams need 3 things: shared purpose, belief in each other, and differences between people that are treasured not trashed.
- 4 Purpose needs to be about more than targets and money, or a team will die. Teams need to discover or create a purpose that sets them alight and let it become their polestar – the constant point of reference in the midst of day-to-day uncertainties.
- 5 Teams that believe in the talents of each other will significantly outperform teams that on paper have more talented players.
- 6 The more you can deepen your appreciation of your colleagues' distinctive talents, the stronger the team will be. The clearer you are about your shared gaps, the less likely you are to let them become liabilities.
- 7 A sign of a mature team is that, whilst everyone inside the team knows who the leader is, an outsider won't be able to tell, because everyone is prepared to take the lead, and everyone is prepared to follow.

Team report for CharacterScope Team

CharacterScope data from the following are included in this report:

Kaio Burghard

Mark de Cates

Arabella Ellis

Victoria Harflett

Angus Hopper

Daniel Huggins

Mark Loftus

Lisa Sheree McFall

Leader types

The 9 Leader types

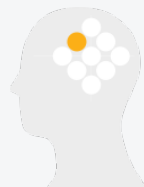
the Innovator

They are willing to think the unthinkable, make connections others miss, good at anticipating how the world may change and are willing to make bold, game-changing decisions, even at the risk of failure or seeming foolish.



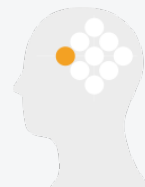
the Entrepreneurial leader

They are great at spotting the potential in situations and have the network of contacts, personal resourcefulness and determination to follow through and turn possibilities into reality.



the Executorial leader

The Executorial leader is focused and driven to achieve great results. They will work tirelessly on a challenging task until it is completed, galvanising and driving the efforts of others, often with little or no regard for relationships or workplace politics.



the Practical leader

They are great at translating strategy into practical results, with a strong feel for what will work in the real world. They balance the short-term with the long-term, bringing a sustained focus on improving the quality, reliability and effectiveness of whatever they are leading.



the Strategist

They provide strategic clarity to people and organisations. They are valued for their judgement, their wisdom about what is going on and their insight about what needs to happen to move a difficult task forward, unstick a relationship, or handle a tricky people situation.



the Servant leader

The Servant leader gets their own ego out of the way and focuses on the team and organisation around them. They pull people together around shared goals, recognise and play to people's strengths and inspire teams to perform strongly. Many come to personify the team, to embody its core values and identity.



the Transformational leader

They are great at leading people and organisations through change. Some deliver change in processes, products and structures, but the best are just as good at changing beliefs, mind-sets and culture.



the Charismatic leader

They seem to pull people towards them – who are drawn by their inner convictions and vision. The best create inspiration, energy and change for people, generating a sense of possibilities and potential.



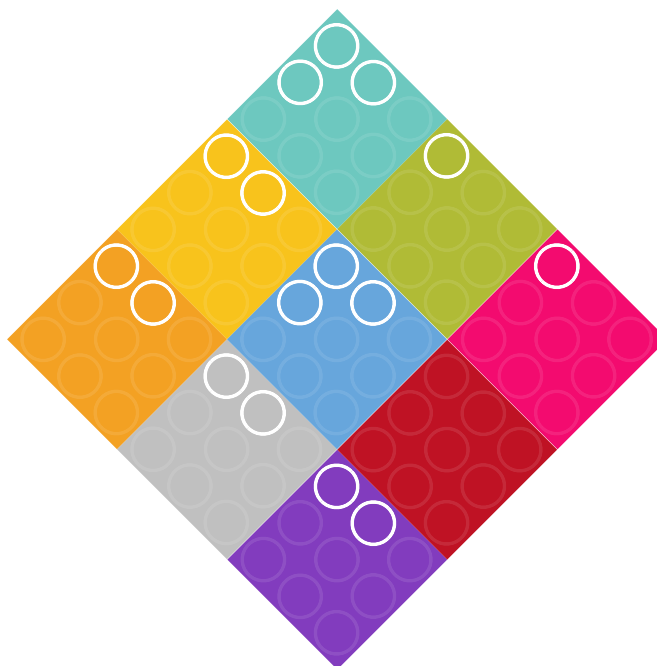
the Professional

Professionals are known for their commitment to mastery of their chosen subjects and their determination to deliver on whatever personal commitments they make. They work with great energy, drive and focus in the service of others.



Best-fit Leader types

There are 2 circles plotted for each team member, that member's 2 Best-fit Leader types.



-
- | | | |
|--|---|---|
| ● Innovator | ● Entrepreneurial | ● Executional |
| ● Practical | ● Strategist | ● Servant |
| ● Transformational | ● Charismatic | ● Professional |

Individual Best-fit Leader types

The 2 best-fit Leader types for each team member.



Kaio Burghard



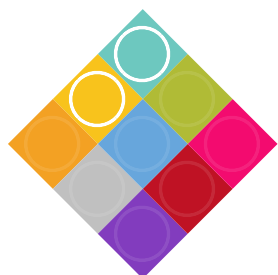
Mark de Cates



Arabella Ellis



Victoria Harflett



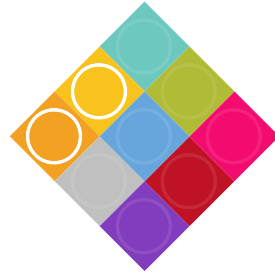
Angus Hopper



Daniel Huggins



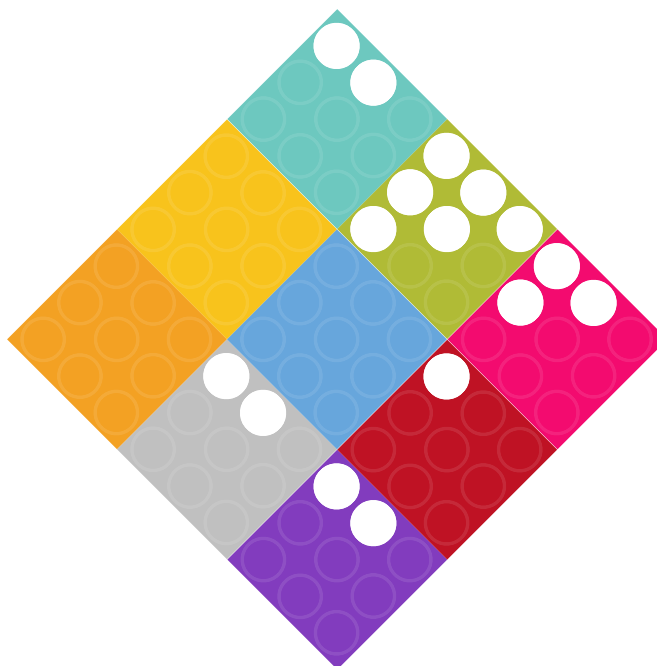
Mark Loftus



Lisa Sheree McFall

Least-fit Leader types

There are 2 circles plotted for each team member, that member's 2 Least-fit Leader types.



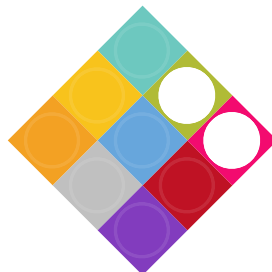
-
- | | | |
|--|---|---|
| ● Innovator | ● Entrepreneurial | ● Executorial |
| ● Practical | ● Strategist | ● Servant |
| ● Transformational | ● Charismatic | ● Professional |

Individual Least-fit Leader types

The 2 least-fit Leader types for each team member.



Kaio Burghard



Mark de Cates



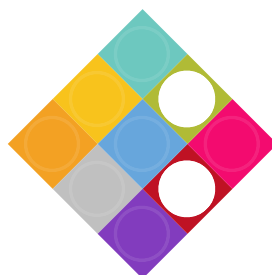
Arabella Ellis



Victoria Harflett



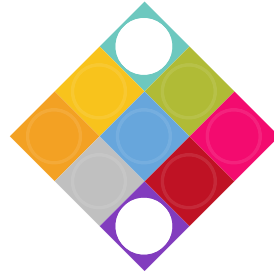
Angus Hopper



Daniel Huggins



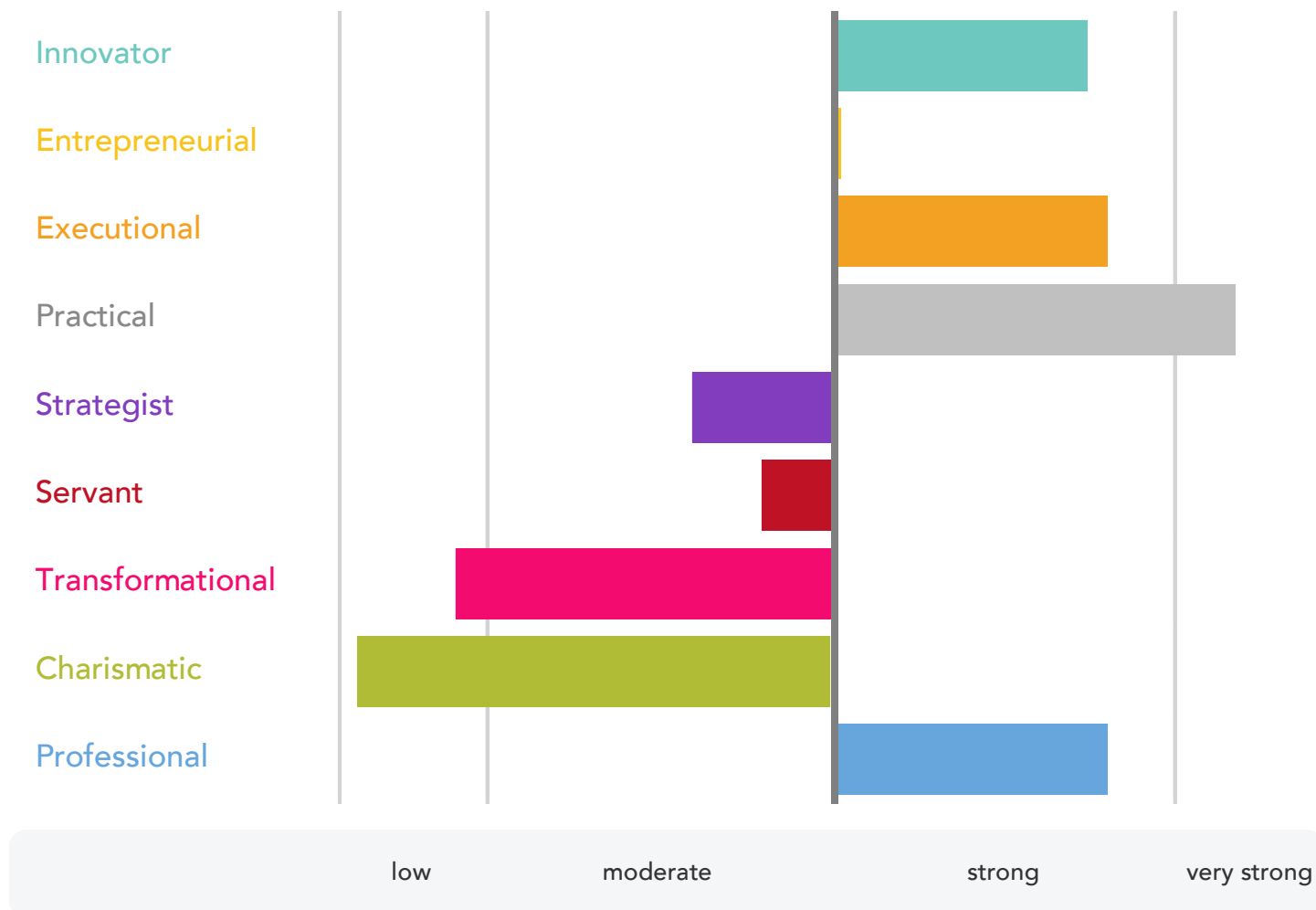
Mark Loftus



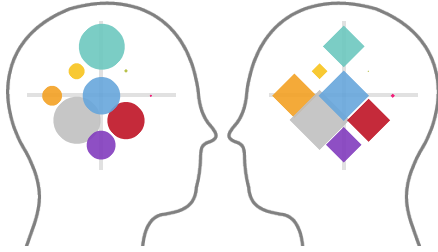
Lisa Sheree McFall

Team **Fit-to-profile** results

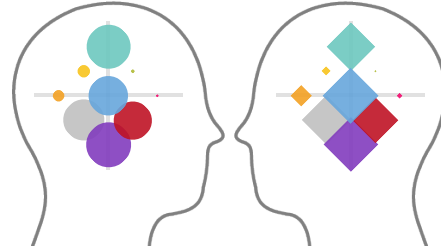
The Strengths mapping scores from team members give the following **fit-to-profile** results. The graph below plots the average of your team's **fit-to-profile** scores.



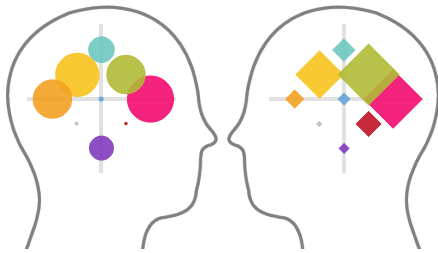
Your Team



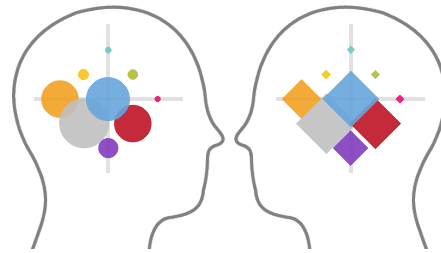
Kaio Burghard



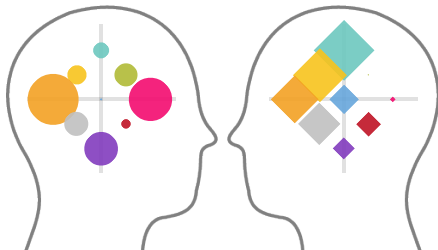
Mark de Cates



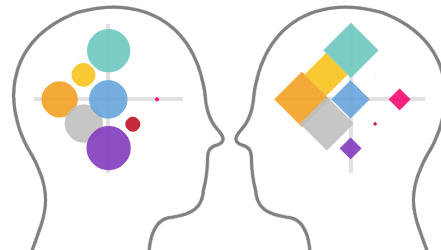
Arabella Ellis



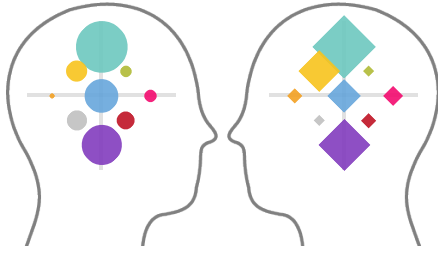
Victoria Harflett



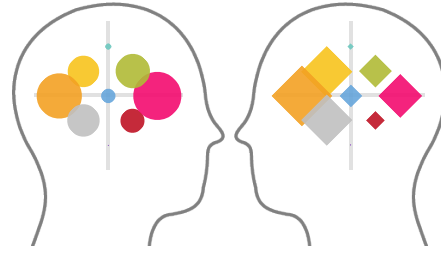
Angus Hopper



Daniel Huggins



Mark Loftus



Lisa Sheree McFall

Strength-mapping

shared **team strengths** & **easier** to develop



Ownership
Curiosity
Perseverance
Fairness
Consistency
Quick mind
Appetite
Creates solutions
Open-minded
Grip
Thinks ahead
Optimism
Judgement
Bravery
Simplifies
Originality
Self-awareness
Sees opportunities
Manages expectations
Humility
Other awareness
Achievable
Resilience
Self-belief
Perspective
Zest
Self-regulation
Prudence
Influential
Insightful
Optimises
Risk-taking
Connects
Handles conflict

shared **team blindspots** & **harder** to develop



Team strengths

Key shared strengths:

Ownership

Has a sense of duty to the task, the team and the wider organisation

Curiosity

Desire to explore, discover and grow; finds all subjects fascinating

Perseverance

Tenacious in pursuing goals; sustains focus in spite of obstacles

Fairness

Acts in an even-handed way; balances own contribution and needs with those of others

Consistency

True to their inner values and public promises; open and straightforward

Potential blindspots

Lowest rated strengths:

Handles conflict

Deals constructively with conflict

Connects

Identifies and works with key stakeholders and influencers

Risk-taking

Seizes opportunities despite the risk of failure

Optimises

Keeps things at the optimal level of simplicity required for efficiency and effectiveness

Insightful

Insightful about underlying agendas