Team Profile

TEAM Example

Talents - TEAM Example

6 People

Distribution of Talents (results > 60)
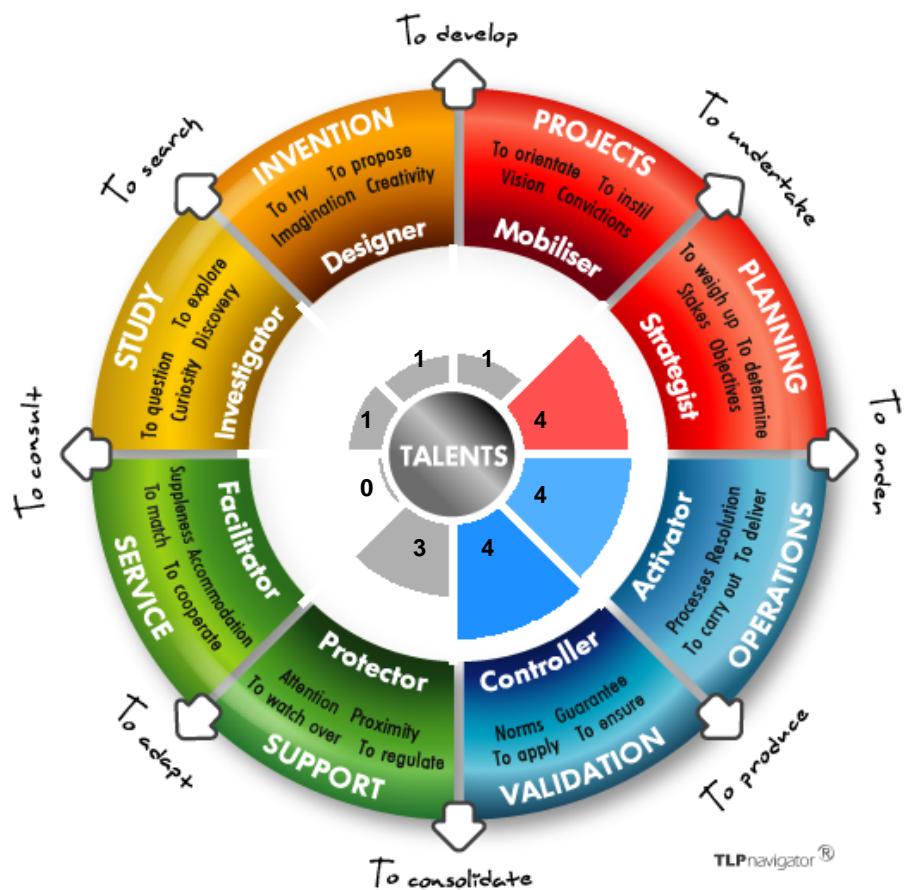
Intensities

Validation	: 87	Study	: 23
Operations	: 80	Projects	: 20
Planning	: 78	Invention	: 19
Support	: 53	Service	: 0

Intensity = Sum of Team Talents > 60 / Nb. of crew x 60

Talents - TEAM Example

6 People

Distribution of Talents

A. ARRIVE 69   A. PASSANT 74

A. PASSANT 83
A. ARRIVE 73
A. FAHRT 68
J. COMING 62

A. ARRIVE 84

A. FAHRT 89
J. COMING 71
A. GOING 69
A. PASSANT 63

A. GOING 66
J. VENUE 65
J. COMING 64

J. VENUE 88
J. COMING 80
A. GOING 79
A. FAHRT 73
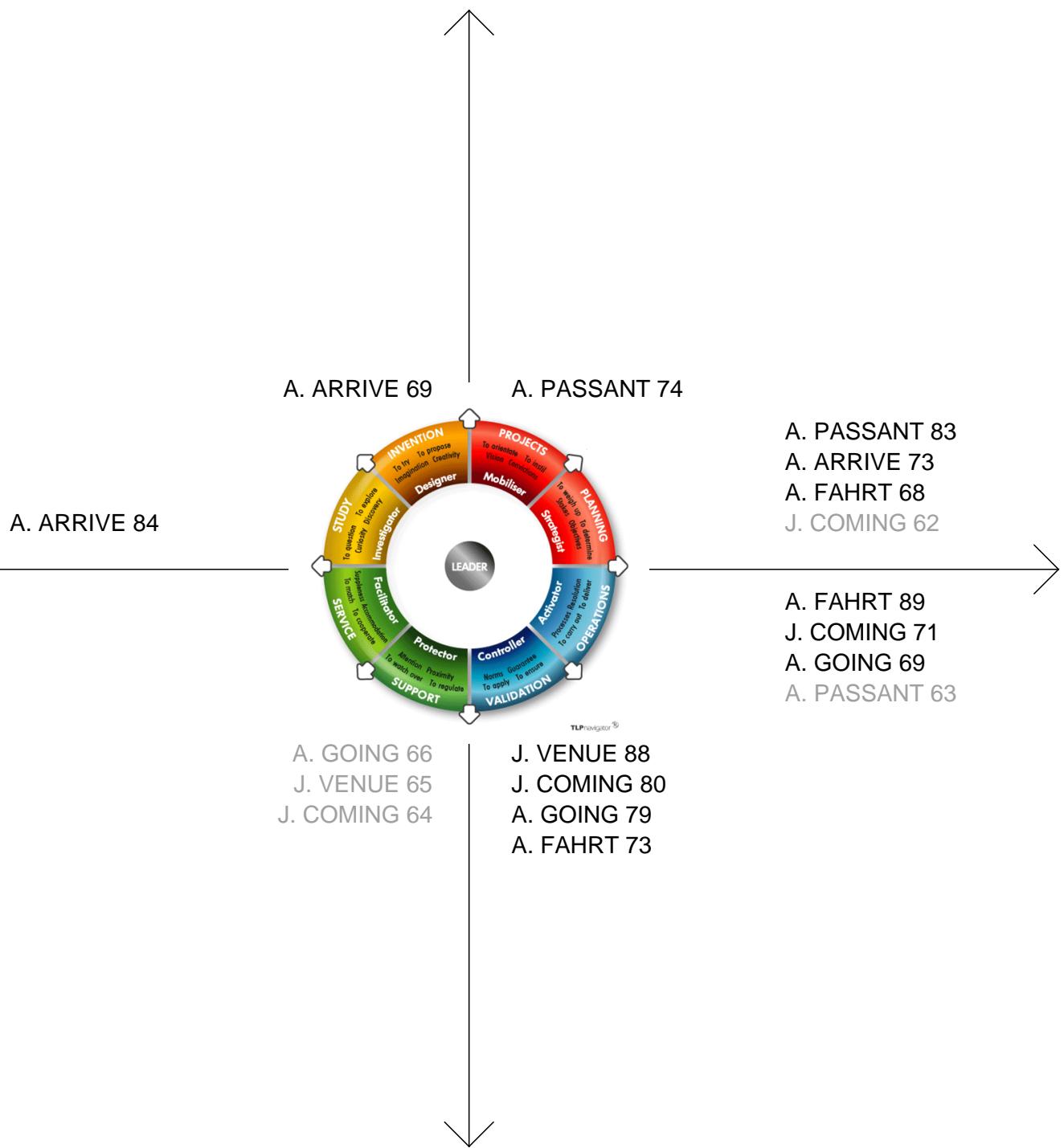
Talents - TEAM Example

Global results

		To search		To undertake		To product		To adapt	
		Study	Invention	Projects	Plannings	Operations	Validation	Support	Service
1	A. ARRIVE	**84**	**69**	44	**73**	27	31	34	59
2	J. COMING	35	26	38	**62**	**71**	**80**	**64**	43
3	A. FAHRT	27	26	49	**68**	**89**	**73**	33	55
4	A. GOING	35	27	38	60	**69**	**79**	**66**	43
5	A. PASSANT	45	60	**74**	**83**	63	34	22	37
6	J. VENUE	34	25	54	39	60	**88**	**65**	38
	Number of Talents	**1**	**1**	**1**	**4**	**4**	**4**	**3**	**0**

Talents - TEAM Example

Ranking of individual preferences

Modality of Relationship	*Modality of Perception*	*Modality de la Decision*	*Modality of Action*
Extraversion	**Ideas**	**Reasoning**	**Flexibility**
A. PASSANT 63	A. ARRIVE 76	A. ARRIVE 79	A. ARRIVE 55
A. FAHRT 61	A. PASSANT 65	A. PASSANT 72	A. GOING 56
A. ARRIVE 57	A. FAHRT 59	J. COMING 64	J. COMING 60
J. COMING 59	A. GOING 61	A. FAHRT 57	J. VENUE 63
A. GOING 61	J. COMING 62	A. GOING 57	A. PASSANT 63
J. VENUE 83	J. VENUE 66	J. VENUE 59	A. FAHRT 81
Introversion	**Experience**	**Feeling**	**Structure**

Statistical data

Averages of the team

The averages represent the dominant trend - or central position - of team members on each axis.

Standard deviation

The standard deviation measures the greater or lesser dispersion of results around their average. A standard deviation of 0 would indicate that all team members have the same result. A standard deviation of 50 indicates that the results are divided in equal proportion to the two ends of the scale.

A standard deviation > 15 is considered as a sign of diversity within the team .

Medium consistency indices (MCI)

From 0.7 results are considered as consistent.

	Dominants	Averages	Standard deviation	MCI
Modality of Relationship :	Introversion	56	15	0.85
Modality of Perception :	Experience	51	12	0.9
Modality of Decision :	Reasoning	62	16	0.82
Modality of Action :	Structure	61	11	0.82

Medians

The median is the value which separates the participants into two groups of equal size. The median is less sensitive to outliers than the average.

		Medians
Modality of Relationship :	Introversion	58
Modality of Perception :	Experience	60
Modality of Decision :	Reasoning	60.5
Modality of Action :	Structure	61.5