



Report designed for

Sample Team



ProfileXT[®] Team Report

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CONFIDENTIAL

Team Leader:

Sally Sample

Team Members:

Sarah Sample

Wally Sample

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Introduction

This report provides you valuable information about how you and members of your team can work together to achieve team-oriented objectives and overall organizational goals. This information will help you work with your team more effectively. You will learn more about each team member, how they will interact with other members of the team, and the conditions under which they are most productive. Unexpected situations in the workplace can always come up; presenting unique challenges for you as the team leader and this report suggests ways you can best address challenges utilizing the strengths of different team members. You will be equipped with strategies for not only addressing potential problems with an efficient and effective approach, but also for leading the team in achieving their highest potential.

ProfileXT Team Score Comparisons

The ProfileXT Team Report evaluates 12 unique scales concerning the cognitive abilities and behavioral characteristics of team members. On the following pages you will find summarized results for both yourself and each team member for each scale of the ProfileXT. These graphics display the range of scores among team members, illustrating the differences in cognitive abilities and behavioral characteristics that exist within the team.

Following the score comparison graphic for each scale, the report offers score comparison paragraphs describing how team members may perceive circumstances and react to situations differently from you. These comments also describe any differences between your results and those of one or more team members. When the difference between your results and those of any team member is greater than one score level, this symbol is shown preceding the score comparison paragraph. ⚠

Sample Team Members

● Sally Sample - Team Leader

2. Sarah Sample

3. Wally Sample

12 Scales	Low	Mod-Low	Mod-High	High
Learning Index	2, 3		●	
Verbal Composite	2, 3	●		
Numerical Composite	2, 3		●	
Energy Level			●, 3	2
Assertiveness	2	3		●
Sociability		●, 2, 3		
Manageability	3	2	●	
Attitude	●, 3	2		
Decisiveness		2, 3		●
Accommodating	2, 3	●		
Independence		2	3	●
Objective Judgment	●, 2, 3			

Learning Index

An index of expected learning, reasoning, and problem solving potential.



- ⚠ Team members who scored low on the PXT cognitive scales are most comfortable assimilating information in a traditional instructional setting. They may benefit from repetitive training styles and usually learn best when they are already familiar with the material. When considering training opportunities for these team members, understand their more methodical approach to learning new ways of doing things and factor in additional time for their thorough understanding of training content.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Verbal Composite

A measure of verbal skill through vocabulary and using words as a basis in reasoning and problem solving.


Sally Sample	Mod-Low
Sarah Sample	Low
Wally Sample	Low


You show a slightly higher proficiency level in working with verbal information than members of your team who scored low on the PXT verbal scales. These team members may benefit from training programs designed to help them improve their verbal skills.

Numerical Composite

A measure of numeric calculation ability and using numbers as a basis in reasoning and problem solving.



 You have a skilled approach when working with numerical information, but the members of your team who scored low on the PXT numerical scales are not as adept as you at synthesizing many types of numerical data. You should find training programs for these team members that are methodical and practical in nature and are designed to improve their ability for processing numerical information.

 Indicates a greater than one score level difference between your results and those of any team member

Energy Level

Tendency to display endurance and capacity for a fast pace.

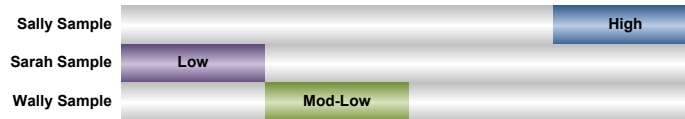


You sometimes begin a project or task with urgency and may occasionally become bored with a project if obstacles prevent swift progress on it. Similarly, there are team members who may become less engaged in their work if their responsibilities on the job do not keep them busy. Consider coaching these team members on how to pace themselves and how to make productive use of the occasional lull in the pace of work to prevent them from becoming distracted or disinterested.

In most instances, you may be internally motivated to start working on projects or tasks quickly to achieve objectives, and other members of the team prefer to work at an even faster pace. Consider how the team can make the best use of these team members' high energy level, which will help everyone avoid boredom, but make every effort to keep the team focused on the ultimate goal as well.

Assertiveness

Tendency to take charge of people and situations. Leads more than follows.



- ⚠ Your highly assertive style of leadership may conflict with the more reserved nature of those team members scoring low in Assertiveness. Make your expectations known to ensure their work meets your demands. In communicating these expectations, you should try to moderate your somewhat direct attitude so that they will be more receptive to you.
- ⚠ Given your very assertive nature, members of your team may sometimes seem timid, even though they can assert themselves when necessary. In order to foster a more compatible relationship, you might encourage them to show confidence when dealing with others, while you consider practicing a slightly more reserved approach.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Sociability

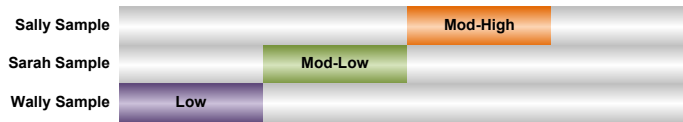
Tendency to be outgoing, people-oriented, and participate with others.

Sally Sample	Mod-Low
Sarah Sample	Mod-Low
Wally Sample	Mod-Low

You sometimes prefer to remain quiet in social situations where you are expected to interact with others. Team members similar to you may require coaching to develop their interpersonal skills, with the ultimate goal of increasing their collaboration and interaction with the group to ensure the team's success.

Manageability

Tendency to follow policies, accept external controls and supervision, and work within the rules.



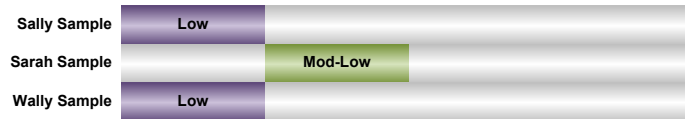
⚠ Your relatively balanced attitude toward organizational policy and protocol may conflict with team members who score low in Manageability due to their occasional disregard for rules. Serious problems should not arise as long as you each maintain open communication and you set clear boundaries for these team members.

While your score indicates a relatively high level of compliance and conformity, team members scoring moderately low in Manageability tend to disregard policies and question authority. You should clearly communicate your expectations regarding generally accepted policies and procedures.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Attitude

Tendency to have a positive attitude regarding people and outcomes.

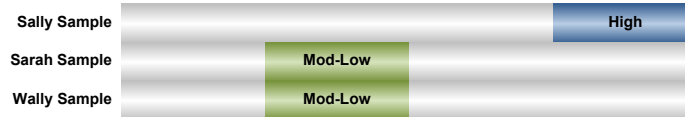


Skepticism tends to characterize the attitude you and the members of your team like you exhibit to others. To ensure this does not cause an overall negative feeling throughout the team, you should consider adopting a more positive outlook. While it can be advantageous to be careful, too much mistrust can alienate other employees, as well as customers.

There are members of your team who tend to be more trusting and less skeptical of others than you. These team members may see you as a threat because of your questioning attitude. It is possible this difference, while not drastic, could cause conflict in the team unless you remain aware and regularly communicate.

Decisiveness

Uses available information to make decisions quickly.

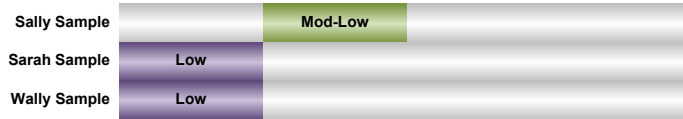


- ⚠ The members of the team with moderately low Decisiveness scores do not usually take too long analyzing information prior to making a decision, but given your often impulsive style, their somewhat cautious approach may frustrate you at times. You might consider setting clear expectations for timely decisions, while also incorporating a more investigative approach to your decision making.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Accommodating

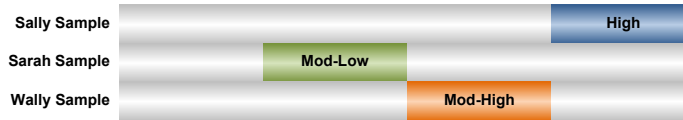
Tendency to be friendly, cooperative, agreeable. To be a team person.



At times, you are not concerned about compromising with others or avoiding conflicts and team members less accommodating than you tend to focus on their own individual accomplishments more than team cooperation. If teamwork is required, counter this potential problem by emphasizing the importance and benefits of team production and of meeting goals as a cohesive group.

Independence

Tendency to be self-reliant, self-directed, to take independent action, and make own decisions.



⚠ Your independent mode of work may conflict with the somewhat more structured work style preferred by team members scoring moderately low in Independence. By taking care to recognize their preference for specific instruction, you should be able to complement each other and build a relationship that is beneficial to the team.

You are independent in nature and prefer to work using your own ingenuity and resources. There are members of your team who also display a moderately high level of independence but are generally more willing than you to work according to established procedures. You might consider assigning tasks that take advantage of these team members' willingness to work collaboratively.

⚠ Indicates a greater than one score level difference between your results and those of any team member

Objective Judgment

The ability to think clearly and be objective in decision-making.

Sally Sample	Low	
Sarah Sample	Low	
Wally Sample	Low	

You and members of the team like you should take precautions to ensure lesser-informed decisions do not negatively impact the organization. You should make a point of thoroughly discussing any and all plans or ideas before making important decisions.

Action Steps

The ProfileXT Team Report was designed to provide you with a better understanding of how the characteristics of your team members fit with one another. Perhaps more importantly, you can see how work-related behaviors of team members fit with yours as the team leader.

Once you are aware of how each team member's characteristics compare with yours, here are a few points to remember as you manage the team's efforts in the future:

- As a team leader, you will find this information powerful. The greater your understanding of those on your team, the more effective your management of that team will be.
- If interpersonal conflicts arise between team members, refer to this report for information that will help you manage and resolve conflicts to the team's overall benefit.
- Your increased understanding of how the team members differ in their individual characteristics and behavioral tendencies will help you carry out effective intervention and conflict resolution for the good of the team.

There are other assets at your fingertips that will be wonderfully effective tools for working with your team. You can capitalize on the valuable information provided with the many ProfileXT reports! These reports describe the characteristics, strengths, and areas for development for each team member in great detail. This information when combined with this ProfileXT Team Report will give you comprehensive guidance for coaching them to reach the team's maximum potential.