

CALIPER

TEAM ROLES



An In-Depth Way to Understand Your Team



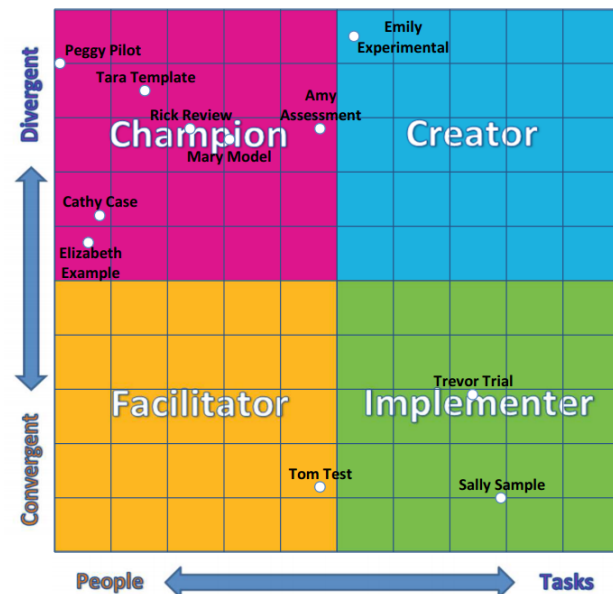
How can Caliper's Team Roles Overview help me?

Organizations are increasingly relying on teams to accomplish their goals. Caliper's Team Roles Overview can help you understand your team's composition and the unique style that each member of the team brings when engaged in shared activities.

By partnering with a Caliper Consultant, you will be able to ensure that your team members better understand each other, improve their relationships, and work together more productively.

The Caliper Team Roles Overview helps you:

- Clarify the dynamics of a group of individuals
- Understand communications styles and behavioral tendencies
- Gain insight into the value of each team member's strengths
- Learn how to work together more effectively



- KEY**
- Facilitators** tend to be peacekeepers who desire agreement and consensus among the group
 - Champions** are apt to be visionaries who can act as politicians, communicators, and persuaders
 - Creators** are likely to be strategic thinkers who synthesize information, assess risk, and calculate action steps
 - Implementers** tend to be executors who show a posture for action and focus on tasks and productivity

When should I consider implementing this approach?

- You want to understand how to generate more innovative ideas
- You are struggling to implement solutions
- You want to better understand the source of conflict within your team and how to resolve it
- You want to build a shared understanding of individual abilities and support the capacity of each team member to play to his or her strengths
- You need to assign team roles
- You have to decide which tasks to delegate and to whom
- Your newly formed team is beginning to work together
- You are introducing a new leader to the team
- You want to increase productivity
- Your team is underperforming or seems “stuck”
- You need to improve trust or communications within your team
- You want to enhance team results

Individual Potential: People Orientation

This section provides an overview of the group members' potential in the behaviors related to People Orientation. These scores are based on various combinations of the attributes measured in the Caliper Profile.

KEY

Potential in Behaviors Related to People Orientation							
Name	Considers others' points of view with an open mind	Demonstrates an eagerness to help others	Maintains existing relationships	Develops new contacts and initiates relationships	Persuasively sells ideas to gain support and buy-in	Confidently expresses ideas and opinions	Negotiates mutually acceptable outcomes
Amy Assessment	89	49	44	74	43	49	84
Cathy Case	72	28	71	94	98	99	59
Elizabeth Example	54	99	86	62	74	65	98
Emily Experimental	70	71	37	50	54	70	89
Mary Model	66	89	89	64	73	72	96
Peggy Pilot	94	54	78	94	96	97	83
Rick Review	94	24	81	98	99	99	61
Sally Sample	44	54	74	42	39	22	17
Tara Template	66	34	78	92	83	77	74
Tom Test	75	64	36	23	65	76	42
Trevor Trial	88	96	54	60	20	22	65
Overall Group Potential	74	60	66	68	68	68	70

By integrating our personality assessment, the *Caliper Profile*, into this approach, you will gain insights into each team member's strengths and potential behaviors.

Once you understand each individual's motivations and natural strengths – and then look at the team as a whole – you and your Caliper Consultant can work together to identify potential gaps and create both a team and individual action plan that will help maximize all team members' strengths as well as target areas for development.

A Team Roles Overview can provide important input that may be used in Caliper's team effectiveness initiatives, coaching engagements, leadership development programs, and succession planning efforts.

Your Caliper Consultant will work with you to map out your team development goals and create a plan for accomplishing those objectives. Our approach may include customized learning modules, facilitated team effectiveness workshops, and one-on-one coaching for team leaders and members.

When you fully understand how your team functions and can identify all team members' strengths and areas of developmental opportunity, you will be able to better leverage each individual's full potential and determine ways to enhance the team's overall performance.

For more information about how to best address your team development needs, contact us today at 609-524-1400 or visit us online at www.calipercorp.com.