



Team Scape – Power of Personality

Team Scape is a process that uses Facet5 Personality Profiles combined together for team development purposes. It demonstrates team dynamics powerfully and succinctly. It clearly shows the culture of the team, how relationships are likely to work, and how the work will be managed and delivered.

Team Scape in your Organisation

People rarely work in isolation, often engaging with other people: colleagues, stakeholders and customers in order to deliver successful outcomes.

To achieve success, individuals benefit from an understanding of their own behavioural style – and how this might impact others – as well as the behaviour of those with whom they work.

Knowing how to lever different behavioural styles, for delivering complex work projects, resolving conflict, engaging stakeholders and managing stress helps to deliver outcomes more effectively.

Team Scape Model

Facet5 Team Scape is based on a unique work cycle model. Using this model, Team Scape highlights how individuals will naturally prefer to organise their work, manage conflict and respond to stress and pressure.

The model consists of four phases:

- Generating Ideas (Possibilities vs Practicalities)
- Evaluation (Evolution vs Revolution)
- Decision making (Deciding vs Reflecting)
- Implementation (Doing vs Understanding)

Team Scape Process

The Team Scape process begins with each participant completing a Facet5 Personality Profile. The participants' data is quickly aggregated into a Team Scape project, allowing for greater analysis, rich presentation and Team Scape reports.

Team Scape provides the unique ability to gather individual profiles to greatly add to the effectiveness of any team's development. In addition Team Scape shows 5 orientations of how the team deal with change, conflict and disagreement, who: Competes-Collaborates- Accommodates– Avoids – Compromises.

Team Scape helps organisations when:

- Forming **new or reforming** teams
- Supporting teams through **change**
- **Integrating** new team members
- Forming **coalitions** across business areas
- Strengthening team **performance**
- Strengthening individual **relationships and understanding**
- Working through **issues or barriers** to team performance
- Identifying the **culture of the team** and its strengths.

Key Features and Benefits:

- Based on Facet5, a leading personality measure which accurately describes expected behaviours
- A comprehensive range of data sets focused on improving understanding and team performance
- Extensive on-line resources, designed to support any team based intervention, including workshop outlines and exercises
- Results available in real time, for download and use, quickly and effectively
- On-line resources build facilitator capability quickly and powerfully
- Individual, easy-to-read Team Scape report shows each members profile and preferences relative to the whole group

Further Information

To get started with Facet5 please contact:
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