



Report designed for

Colour Company

Profiles Performance Indicator™

Team Action Summary

Printed: 11/22/2016

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Colour Company Members

- **Warren Black - Team Leader**
- 2. Nancy Brown
- 3. Simon Green
- 4. Andrew Grey
- 5. Sue White

12 Factors	Low	Mod/Low	moderate	Mod/High	High
Control		4	3, 5	2	•
Social Influence			•, 2, 3	4, 5	
Patience		•	2	3, 4, 5	
Precision			•, 2, 3, 5	4	
Ambition	4	3, 5		2	•
Positive Expectancy			•, 2	3, 4, 5	
Composure		•	2, 5	3, 4	
Analytical			•, 2, 3, 4	5	
Results Orientation			3, 4, 5	2	•
Expressiveness		3	•, 2, 4, 5		
Team Player			•	2, 4, 5	3
Quality Orientation		3, 4, 5	•, 2		

Note: A darker shaded area suggests a factor NOT well represented on this team

Team Leader Action Summary

Each of the 12 characteristics is presented below along with a brief definition. Also provided are the group members that score high on each characteristic and action steps for the manager to use in effectively managing these team members.

Control

'Control' is defined as the tendency to take charge, to be assertive and/or to take control of a situation.

Action Steps for Nancy Brown

- Give them a target and let them choose their own methods
- Help them develop a greater sensitivity toward people
- Allow them to use their skills
- Use direct answers to their questions

Social Influence

'Social' is defined as the tendency to be outgoing, people-oriented and extrovert.

Action Steps for Andrew Grey and Sue White

- Give them freedom to speak
- Be enthusiastic in your communications
- Praise their performance publicly
- Don't appear too businesslike

Patience

Patience is defined as the tendency to be patient, tolerant and understanding of others.

Action Steps for Simon Green, Andrew Grey and Sue White

- Use a structured, low-pressure plan for developing their performance
- Use an informal and methodical approach
- Ask specific questions about how things will happen
- Offer continuing support

Precision

'Precision' is defined as the concern for accuracy, details and exactness.

Action Steps for Andrew Grey

- Always follow through on what you promise
- Be specific and accurate
- Present specifics, keep focused
- Be well prepared before initiating communications with them

Ambition

'Ambition' is defined as the tendency to be competitive, to have a desire to win and to be aggressive.

Action Steps for Nancy Brown

- Be brief and to the point
- Help them to relax more and pace themselves
- May need an occasional shock
- Team with those who research facts easily

Positive Expectancy

'Positive Expectancy' is defined as the tendency to have a positive attitude regarding people and outcomes.

Action Steps for Simon Green, Andrew Grey and Sue White

- Talk about people more than facts
- Provide concrete ideas rather than dreams
- Present facts and details slowly
- Provide them structure for dealing with complex tasks

Composure

'Composure' is defined as the tendency to be easygoing and casual, to 'take things as they come'.

Action Steps for Simon Green and Andrew Grey

- Use a logical presentation delivered softly
- Wait before acting
- Use written policies and procedures
- Do not switch them from task to task

Analytical

Analytical is defined as linking to identify and analyse problems.

Action Steps for Sue White

- Be clear in setting priorities
- Emphasise accuracy and logic in procedures presented to them
- Praise them individually for their performance
- Use an action plan with milestone dates

Results Orientation

'Results Orientation' is defined as the concern for timely results and the tendency to be quick to take action.

Action Steps for Nancy Brown

- Give them challenging tasks to complete
- Teach them listening skills
- Be clear and to the point in your communications
- Minimise socialising

Expressiveness

'Expressiveness' is defined as the tendency to show emotion; to share feelings.

This characteristic is not well represented on this team. You, as Team Leader, will need to be sure that this does not have an adverse impact on team performance.

Team Player

'Team Player' is defined as a preference to be a part of a team and to work with others.

Action Steps for Nancy Brown, Simon Green, Andrew Grey and Sue White

- Provide frequent opportunities for informal discussions
- Start communications with personal comments
- Be appreciative of their efforts
- Give them enough time to decide on changes

Quality Orientation

'Quality Orientation' is defined as a concern for standards and high quality work.

This characteristic is not well represented on this team. You, as Team Leader, will need to be sure that this does not have an adverse impact on team performance.