

Helping You And Your Team Achieve High-Performance Teamwork Presented by Nick Fewings on 10 September 2024

Do profiles change depending on the arena and who you are with? AKA with your wife as opposed to with your kids or at work. Profiles remain fairly constant and tend to change over time based on our life/work experiences and also the jobs that we do. We do however flex our behavioural skills on a frequent basis, based on who we are with, or the situation we are faced with. Behaviourally, we are often different out of work to what we are like in work, with family, friends and other people we meet.

What are your thoughts about Strength Deployment Inventory (SDI) as a personality tool? Whilst I have knowledge about MBTI, Insights and DISC, I have not studied or used SDI.

How do i get the balance right? By using your emotional intelligence to utilise the appropriate behaviours based on situations or people.

Do these tools on the market tend to give the same output if one were to take them all? As long as you have been honest when answering the evaluator statements, yes, there should be a degree of similarity. It is best to use those that are recognised by The British Psychological Society.

When setting up a team, how do these profiles become helpful? If someone can do the job and has the experience, what value do these profiles add? It enables team members to better understand the behavioural skills of both them and their colleagues. This enables the team to play to people's strengths. It also helps to build trust by understanding and appreciating diversity. In addition, by mapping the whole team, it enables team strengths and challenges to be identified when it comes to people skills, how we communicate and also make decisions.

I find it difficult getting the balance right between 1. giving my team autonomy to get the job done, with support and guidance, focussing on well-being and their enjoyment at work – and 2. Being more directive when they are not getting it done, and potentially upsetting them. I have had team members in tears when given challenge and I keep questioning whether it is me, am I being too hard/too soft, and on the flip side my boss is saying he's not convinced the team is busy and wants to see more outputs. We each have our own unique leadership style and equally, our team members will have different needs and motivations in terms of how they are led. If you are faced with a situation where a team member is upset, the best thing to do is to ask them for feedback. Is it your style? Is it them? Do they need support to develop technically or behaviourally? Be inquisitive and gather evidence. Also challenge your boss as to why they think the team isn't busy.

Has the implementation of what you have covered improved Project delivery and added to the company's bottom line? Have you gone back and did the analysis with regard to adding to the benefits and profits to the company? I have worked with various project teams over the years and clients have said it has made a positive difference to

the effectiveness and efficiency of their teamwork and project success. In terms of difference to the bottom-line, this is impossible to measure due to the multitude of other influences that impact the bottom-line.

What happens if you match on 2 colours identically? I matched on 2 colours (the same amount) blue and green. There is no right or wrong when it comes to our behavioural preferences, it is just who we are. If you have two colour preferences that are equal, it means that you can readily access the strengths of these preferences equally.

So these profile characteristics are changeable on an individual basis? OR changeable on a team basis? The characteristics of individuals change over time. Carl Jung called this individuation. By default, changes at an individual level will always have an impact on the team.