

## Team Dimensions Profile

The *Team Dimensions Profile* helps individuals learn to work from their strengths by identifying their most natural team role, while giving them added appreciation for the contributions of others. As a result, team innovation and productivity increase as conflict and project-cycle time decrease.

Personal Insights	Individual Insights	<p><b>Personal Insight into Work Preferences:</b> Help people understand their preferences for work activities and job tasks.</p> <ul style="list-style-type: none"> <li>• Understand the nature and value of your contribution</li> <li>• Understand the strengths that you bring to a project and how to best capitalize on these strengths</li> <li>• Understand the sources of your frustrations at work, if you are consistently required to take on roles that don't fit your preferences</li> <li>• Comprehend what motivates you in your work and find ways to maximize this motivation</li> <li>• Understand the danger of not realizing your limitations</li> </ul>
		<p><b>Understanding of Diversity in Work Roles:</b> Help people understand how others view the group process and their roles.</p> <ul style="list-style-type: none"> <li>• Understand that others may have different motivations, priorities, and instincts that compete with your own</li> <li>• Understand the roots of your frustrations with others</li> <li>• Realize that diversity does not equal adversity</li> </ul>
Task Insights	Group Insights	<p><b>Valuing All Work Roles:</b> Help people accept, welcome, and encourage the entire spectrum of work roles.</p> <ul style="list-style-type: none"> <li>• Understand that although people need to adjust at times, their preferences are not necessarily bad</li> <li>• Develop a model and language through which you can more systematically, cooperatively, and efficiently work with others</li> <li>• Create a safe forum to discuss differences</li> <li>• Create a culture of acceptance around diverse work roles</li> <li>• Give team members the courage to step out and do what they do best</li> <li>• Realize when it is appropriate to let others do what they do best</li> </ul>
		<p><b>Knowledge About Project Development:</b> Help people understand the process through which a team or organization creates, develops, and realizes an idea or project.</p> <ul style="list-style-type: none"> <li>• Identify the tasks that need to be completed at each stage of project development</li> <li>• Share a common understanding about the process to ensure less wasted time</li> <li>• Understand how unnecessary or mistimed digressions can be stopped or addressed later</li> </ul>
		<p><b>Ability to Create Balance in Work Tasks:</b> Help individuals within groups understand that they will have to fill different work roles as a project progresses.</p> <ul style="list-style-type: none"> <li>• Understand that you will have to shift your thinking and behaviors from time to time</li> <li>• Realize when it is necessary to stretch beyond your preferences</li> <li>• Understand how teams can be reformed to contain a more even balance of roles</li> </ul>