

## THE TEAM MANAGEMENT PROFILE

*“By enhancing their knowledge and understanding of the world of work and giving them a simple language with which to communicate, you can help teams to achieve peak performance in the workplace.”*

Assigning the wrong person to a task, ignoring important tasks or failing to resolve conflict can have costly consequences. The Team Management Profile is a personalised report, which gives individuals valuable insights into the way they prefer to work and their preferred role within a team. This feedback will help to improve team processes and performance, which will in turn improve motivation and job satisfaction.

### THE QUESTIONNAIRE

- 60 Items
- Takes approximately 15 minutes to complete
- Available electronically or paper based
- High face validity
- Written in straightforward, positive language
- Reviewed by the British Psychological Society

The Team Management Profile was adapted for the workplace from the original work of Carl Jung. Unlike other psychometric instruments, which look at an individual's total behaviour, including their home life, the Team Management Profile Questionnaire reflects research that shows that people often behave very differently at work.

### BENEFITS

- Provides a practical model for effective teamwork in any context
- Gives an overview of how balanced the team is
- Promotes mutual understanding and respect
- Provides an opportunity for more open communication
- Gives guidance for personal and career development
- Highlights the importance of understanding and managing diversity
- Gives insights into how to resolve conflict
- Provides a complete approach to building and maintaining balanced, high-energy teams

The Team Management Profile highlights an individual's major and related areas of work preference, including information focused on:

- Work Preferences
- Decision Making
- Leadership Strengths
- Interpersonal Skills
- Team Building
- Management Style

### APPLICATIONS

- Team Building and Development
- Executive Team Coaching
- Conflict Resolution
- Team Analysis
- Improving Team Processes
- Leadership Development Programs
- Graduate Programs



The Personal Discovery Workbook is a standard inclusion with every Team Management Profile. Designed to take individuals through the concepts of TMS, the workbook contains theory, activities and a learning log to foster a greater understanding of work preferences and how they impact individuals and teams.

*“The Team Management Profile is a powerful self analysis tool. A mirror that allows groups and individuals to self assess without threat. It provides a window that encourages people to recognise the value of differences in work preferences and approaches.”*

Paul Macklin, Amazing People