

ProfileXT® TEAM REPORT

Using the ProfileXT® to Work Better Together

One of the most significant benefits

of the ProfileXT® is that a manager can know themselves and know each member of their department with a depth of information that only the ProfileXT® can provide. But knowing yourself and knowing your people is not enough; you need to use that information to maximize your working relationship with each member of your group, as individuals and as a cohesive unit.

Compatibility among co-workers tends to make it easier for them to work together. But in the workplace, compatibility is not always achieved, and not always desirable. At the highest level in the company, different behaviors, talents, and disciplines are needed as they relate to functional roles (general management, sales, engineering, operations, etc...). Working with the various departments of an organization, you



will find that you often need an individual's uniqueness to achieve desired results. Inevitably, "personality clashes" will occur. If not understood and addressed, these clashes can get in the way of productivity and even lead to dissension, which can have a negative effect on departmental success.

As a ProfileXT® customer, you have already identified the behaviors, talents, and disciplines that are essential to fulfilling, productive teamwork. **The ProfileXT® Team Report** will map out your team's characteristics scale by scale, providing you with the data you need to capitalize on both their similarities and their differences. The Team Report also provides you with detailed management suggestions, taking the guesswork out of how to manage your people individually and as a team.

The ProfileXT® Team Report

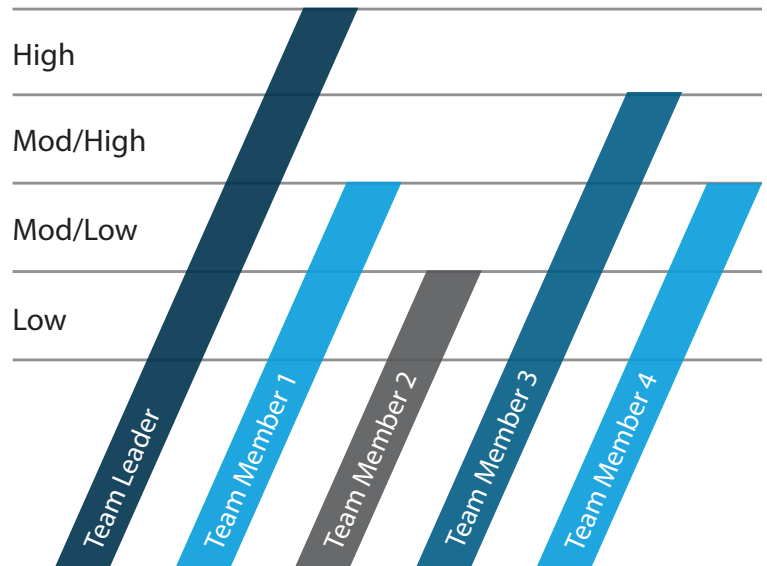
evaluates 12 unique scales concerning the cognitive abilities and behavioral characteristics for each of your team members, ranking each scale in one of four areas of emphasis: Low, Moderate/Low, Moderate/High, or High. These scales include:

12 Cognitive Abilities & Behavioral Characteristics

- Learning Index
- Verbal Composite
- Numerical Composite
- Energy Level
- Assertiveness
- Sociability
- Manageability
- Attitude
- Decisiveness
- Accommodating
- Independence
- Objective Judgment

The data compiled by the **The ProfileXT® Team Report** is invaluable to you as a team leader, providing you with:

- **A better understanding** of how the characteristics of your team members fit with one another,



- **A better understanding** of how work-related behaviors of your team members fit with yours as the team leader, and
- **A better understanding** of the conflicts that can arise between team members with differing characteristics and behaviors, which will aid you in conflict resolution.

The inside information provided by the **ProfileXT® Team Report** will give you comprehensive guidance for coaching your team to reach its maximum potential.

