



Team Focus Update

Note from Roy Childs...

I have just returned from the Human Element update - a community of trainers and facilitators using Will Schutz's FIRO theory in all kinds of ways in organisations. It has been such a useful reminder of how successful organisations focus on the quality of their people and the nature of their relationships. If anyone knows who gave us the quote "if you want profit, don't focus on profit" I would be delighted to hear from you. For the time being, here's our latest update and 2007 planner so please read on!



First of all: Professional toolkit...

New 'Profiling for Success' product developments

Has your team reached its full potential?

Use the **Management Team Roles Indicator (MTR-i™)** to explore the dynamics within a team and help assess the role you play. The MTR-i™ complements Type-based indicators such as the Type Dynamics Indicator (TDI™) to see how individual and team behaviours interplay.

Are you cool or panicky in a crisis? Are you emotionally volatile or in control? Do you dwell on problems or let go?

Challenges and potentially stressful events are part of daily life. Be one of the first to trial the brand new **Resilience questionnaire**; designed to assess your typical attitudes, beliefs and behaviours in relation to challenging or difficult events. Go to www.profilingforsuccess.com, click on 'Take a test or questionnaire' and enter the following codes when requested: client code; **pfs**, access code; **develop**, password; **pfsdevelop**. Still at trialling stage, therefore norms are not yet available and reports are brief.

How emotionally aware are you?

Our new **Emotional Intelligence Questionnaire (EIQ^{3D})** assesses a person in relation to a number of areas associated with social and emotional functioning.

What's different? Assess your level of emotional intelligence as well as having a challenger's account of your emotional intelligence!

Interested in finding out more or trialling any of the above products? Please email info@profilingforsuccess.com or call 01628 637338.

*"Never mistake motion for action".
Ernest Hemingway*

5 SIMPLE QUESTIONS (OR ARE THEY?)

1. Blackbeard was one of the most famous pirates but what was his real name?
2. Who was the first person on a British stamp other than royalty?
3. Which was the first country in the world that allowed women to vote?
4. What Scott Joplin work, created in 1899, is his most memorable and most popular piece of work?
5. Which is the driest place on earth?

New course planner 2007 enclosed and more extensive than ever before, including:

- **New, innovative workshops:**
 - *Motives, Values and EI*
 - *Working with 360° and feedback*
 - *Recruiting Skills*
 - *Addressing relationships from the inside out* - Conversion workshop for FIRO®-b users, gain access to FIRO® Element B and the latest EI questionnaire EIQ^{3D}.
- **Foundation Course in Personality** now incorporates access to the *Values Based indicator of Motivation (VBIM)*.
- **Level B Psychological Type course** now incorporates access to Team Roles questionnaires MTR-i™ and ITPQ.
- **Hogan™ HPI, HDS and MVPI courses** now include access to the latest suite of tools offering international norms and questionnaires as well as British English. Additional workshops and masterclasses are also available.
- **A summary of our extensive product range** aligned with our accredited course programme.

Special offer...

15% off any 2007 courses when booked before 20 December 2006*

Remember *your* training (and CPD)...you may be looking after your staff's training but who's looking after yours?

*Offer not applicable to in-house courses or in conjunction with any other offers
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More...

Personality of an Archaeologist – do they have one?!

Have you ever thought what kind of person becomes an archaeologist? Someone who just likes digging on dusty sites in a quiet hush and then poring over findings in the lab? Or an intrepid explorer who discovers Tutankhamun's tomb in the face of adversity and danger? Despite the chummy atmosphere on TV's Time Team, digs can have a reputation for being 'macho', task-focused places where the archaeologists are viewed by the site director as little more than 'digging machines'. One of the earliest guides to excavation, written by J P Droop in 1915, recommended that site directors should demonstrate patience, perseverance, social charm and a good temper, whereas the diggers needed close supervision to avoid dishonesty, carelessness and staleness!

Well, now is the time to think again! Margot Jackson has been studying them using the *TDI™* and has received a commendation for her research. Can you guess the most common Type preference in her sample of 26 archaeologists? It was *ISTJ*. She went further and tested (using a specially developed survey questionnaire) a set of hypotheses that enabled her to demonstrate the impact of Type on archaeological practice. For example:

- Feeling types would have the strongest negative reaction to disharmony on site as well as to perceived mismatches between espoused working practices and reality
- Intuitive types would be more frustrated by projects where their roles were defined more narrowly and specifically
- Introverted types would express greater stress in projects where living and working was in close proximity
- Sensing types would desire to spend more time 'trowelling' and less time discussing theoretical interpretations
- Intuitive Perceiving types would have a preference for projects where there was an element of 'go find and come up with ideas' than 'go test this idea out'
- Judging types would be more appreciative about having clear plans, processes and timescales
- NFPs would be less attracted to sites where the ethos was more 'macho'.

Once again, the use of Type seems to predict reactions to circumstances which are most valuable when trying to build a motivated workforce, and Margot was able to use her findings to offer specific advice to site directors to help them get the best out of archaeologists of all Types. If you want to know more about this research, please contact us.

ANSWERS TO 5 SIMPLE QUESTIONS

1. Edward Teach.
2. William Shakespeare in 1644.
3. New Zealand in 1893.
4. Maple Leaf Rag.
5. Atacama Desert, Chile. Average rainfall is 0.04 inches per year.



COMING SOON...

"Assessing People with Disabilities" - comprehensive new guidance from Team Focus

Guest speaker...

Following on from Roy and Ro's appearance on Channel 5's "Extraordinary People" (entitled "The Seven Year-old Surgeon" where they assessed the IQ of a young guru), Roy was invited to give a talk on "The IQ debate - is it a useful concept for modern times?" at the Principality Building Society conference in Cardiff.

The IQ debate - is it a useful concept for modern times?

IQ is a concept that excites and inflames. It is associated with the rise of the meritocracy and with the eugenics movement. It has been used to create selective clubs (Mensa), to offer privileged access to education and jobs and to label people as having "something of value". This session explored:

- What is IQ - is it a unitary construct or a combination of abilities which different people have in different mixes?
- How is it measured - examine a range of examples and get an idea of the variety of approaches and mental skills involved.
- Can you improve it - beliefs and reality plus an opportunity to get some free practice.
- How do organizations use it and benefit - why has the use of tests in the workplace expanded?
- The IQ and EQ (Emotional Quotient based on Emotional Intelligence) debate and what makes intelligence valuable and successful as opposed to interesting but peripheral.

Please contact us if you have any events that you would like us to talk at.

Did you know that...

- we are now an Authorised Distributor of the UK edition of the NEO PI-R™ available online and on paper
- more than 178,000 test administrations have been taken through the PFS online system - including nearly 28,000 for the *TDI*
- the introduction of the Age Discrimination legislation means we all need to be aware of how age may affect the assessments we make for selection or development. Our research shows the PFS Reasoning Tests are minimally affected by age, but expect the 'age' issue to be hotly debated over the coming months.

And finally...

- we are currently revising the *Profiling for Success* website www.profilingforsuccess.com which will shortly include additional resources for clients, discussion forums and much more info, so watch this space... and look out for the new logo...



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