



# Team Focus Update

## Note from Roy Childs...

So what has 2006 brought Team Focus so far? ...an addition to our team, talks at conferences, extra facilities on PFS series, trialling of new tests, varied consultancy projects, so read on to find out more! We hope that you enjoy this issue and find it of interest! Enjoy the budding months...



## First of all: Professional toolkit...

**OXFORD**  
UNIVERSITY PRESS

**360° feedback is a powerful development tool - but only if it targets the right areas and is used wisely.**

360° online at Oxford University Press - when Oxford University Press decided to revamp their global leadership programme they were looking for an approach which emphasised the personal and relational development of their leaders. The Team Focus Leadership Model fitted the bill by having a clear structure that covered personal maturity and emotional intelligence, relational and team building skills, intellectual capability, influencing skills and the ability to focus on delivery and results.

Lorna Bevan, the programme manager, states "This is a comprehensive model which covers the most important elements of our leadership programme. We chose it because of its ease of use, the quality of its reports and because it is so important to have a robust online system. Any participants can log on anytime and anywhere in the world. Gone are the days of worrying about who has done what and where are the materials - the Team Focus process is hassle-free because they manage all the chasing and reminders allowing us to concentrate on organising the programme. However, the greatest added value is the fact that all participants receive 1:1 feedback during the course from the Team Focus coaches. Participants often rate this as the highlight of the week because it pulls together their learning in a very personal way".

You may be interested in attending a 'Developing Feedback Skills' workshop run by Roy on 23 May (cost £395+VAT) to learn more and extend your CPD.

## What's new in Psychometrics? 16PF User Group talk...

This topic caught the imagination of people at the Association of Business Psychologists last year and Roy was invited to present his ideas again, but this time to the 16PF User Group. This group has been in existence for nearly 20 years and was, in fact, founded by Roy back in 1987 and so it felt like walking back in time.

The talk described that, whilst much has remained static in the field of psychometrics, there are some exciting new approaches to measures of

- **Personality** where the idea of one central or modal personality does not fit the reality of the many-sided self - ask us about the Type Dynamics Indicator (TDI)
- **Values and Motivation** are stuck around the themes of power, affiliation and achievement and do not incorporate important areas such as openness, trust, personal growth and spirituality - ask us about the Values Based Indicator of Motivation (VBIM)
- **Cognitive Abilities** have too long relied on the logical deductive form of reasoning. Real life is often more complex and more ambiguous and the information comes in erratically - ask us about either the Decision Analysis Tests (DAT) or the tests based on Bongard Problems.

The feedback from the group was that this was a much needed and refreshing look at what psychometrics could be rather than what it had been - and that the new tests were exciting and covered new ground.

## TDI takes off... talks & conferences update:

- 13 January - Roy attended the Division of Occupational Psychology Conference in Glasgow and ran a workshop focussing on extending and enriching how Type practitioners identify and explore Type
- 16/17 February - Roy and Steve Myers attended the 1<sup>st</sup> European Type conference in Brussels and ran a joint workshop incorporating the use of Psychological Type and MTR-i (Management Team Roles Indicator) as a useful approach to analysing and exploring team behaviour and team dynamics
- Angus ran two workshops for The Association of Graduate Careers Advisory Services (AGCAS). The workshops introduced delegates to Psychological Type through an appreciation of how Type can be used to assess and develop learning styles and enhance self-awareness. Through a range of activities, including experiential sessions, delegates explored how Type can be used to appreciate different approaches to learning, understand how learning groups may work more effectively together and promote career development skills and employability.

## 5 SIMPLE QUESTIONS (OR ARE THEY?)

- 1 Which country in Africa is completely surrounded by South Africa?
- 2 How much liquid can a flagon hold?
- 3 From which country do French fries originate - France, Belgium or Switzerland?
- 4 What is the only ten-letter word that can be typed on only the top row of a keyboard or typewriter?
- 5 In a standard pack of cards, why is the king of hearts sometimes known as the suicide king?

Answers overleaf

## Spring Offer...

**Free Easter Egg...no, we're kidding!**

**Something even better:  
for all courses booked before Easter  
you can receive**

**15% discount**

Call us for further details  
or to view our course planner go to:  
[www.teamfocus.co.uk/training\\_courses.htm](http://www.teamfocus.co.uk/training_courses.htm)

This offer cannot be used in conjunction with any other offers or for courses already booked



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# More...

Spring 2006

## One size doesn't fit all...

Leaders come in all sorts of different shapes and sizes. This means that businesses must manage the search for future leaders in an intelligent and flexible way. In particular development centres and management assessment processes must not focus too narrowly, but should be geared to detect style and capability. Why not give us a buzz and discuss our individual 'audit' programme.

**Type Indicators** - don't just learn about MBTI® but learn that there are other instruments and interesting techniques for identify Jung's typology. More than a questionnaire, our 3-day Psychological Type course qualifies you to the internationally recognised BPS Level B Intermediate Certificate and helps you understand how to relate the model to the underlying dynamics of personality which continues to evolve over a person's whole life span.

*This is not a "get me a label" approach to personality!*

**Next course:** 17-19 May in Maidenhead, cost: £1190 (inc free reference materials)  
MBTI® is the registered trademark of the Myers-Briggs Type Indicator Trust.

## The Seven year-old Surgeon:

Our clients know that we take a strong ethical positions in relation to all our work. You can therefore imagine our issues when **Firecracker Films** approached us to help them with a film about a young boy's exceptional talent. To give you the punch line first - there is a film being broadcast on **20th March at 9pm on Channel 5** and we await to see how it has turned out.

To give you some background, Akrit Jaswal is Indian and grew up in a rural village. He showed an exceptional gift for languages, quickly learning English as well as his native tongue, began devouring medical textbooks in English and performed his first operation at the age of 7. His knowledge grew such that doctors began consulting him as their local expert. Needless to say this could not remain unnoticed and although he is still only 12 years-old, his talent has been recognised and he is now studying medicine at university.



Firecracker Films investigated, offered to film his story and invited him to come over to UK so that he could meet leading medical researchers. They also asked Team Focus to conduct some cognitive assessments. After being convinced by the producer that they would treat the boy with care and respect and that his interests would be placed before any concept of "good TV" we agreed to participate. Our safeguard is that we have, in writing, an agreement that the primary purpose of the assessment was to help the boy and his mother. As a result they were given a short report with the implications drawn from the results as they had a face-to-face feedback discussion. Most usefully, the inclusion of some personality measures proved to give valuable pointers for his future learning and career.

The mother was told that she could veto any of the filming if she felt it was not in her son's best interests and we now await the outcome with anticipation - and some trepidation given previous experience of the media!

*Make your own mind up if you get to see the programme!*

## ANSWERS TO 5 SIMPLE QUESTIONS...

- 1 Lesotho
- 2 Two pints
- 3 Switzerland
- 4 "Typewriter"
- 5 He has a sword through his head



### EXTRA!

We now have the facility to offer dyslexic test-takers 25% extra time for the PFS online reasoning tests

### 'Switch Strategy'...

Do you or your company use psychometric tests?

Looking for more variety? Are you interested in more up-to-date tests but are concerned about the cost if you **Switch**?

We know that all your answers to these questions could be YES... so we've worked out a way to offer you all the benefits of our new tests and questionnaires in a very simple way.

**We'll do all the sorting out and it won't cost you anything!**

Call us on 01628 637338 or email [support@profilingforsuccess.com](mailto:support@profilingforsuccess.com)

for further information...

**Get Switching today!**

*"I am always doing that which I cannot do, in order that I may learn how to do it."*

**Pablo Picasso**

## Did you know that...

- due to the ongoing success of the Profiling for Success series of tests and questionnaires, we have recruited a full-time support advisor namely Parul Vadher...please contact Parul for any enquiries or support regarding the PFS range, tel: 01628 637338 or email [parul.vadher@profilingforsuccess.com](mailto:parul.vadher@profilingforsuccess.com)

## And finally...

- Roy is scheduled to attend 17<sup>th</sup> BAPT conference in Milton Keynes (12-14 May) and will run an afternoon workshop on the 12<sup>th</sup> titled "Ask a different question - get a different answer". This workshop will explore Type as an extraordinary juggling act. Based on Jung's concept of conscious and unconscious energies and building on the concept of dynamic opposites, it will use the TDI (Type Dynamics Indicator) as a method for highlighting some of the dynamic tensions in this juggling act. Find out more at: [www.bapt.org.uk/conferences/BAPT2006.htm](http://www.bapt.org.uk/conferences/BAPT2006.htm)



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