



# Team Focus Update

## Note from Roy Childs...

Now that the heat and media frenzy has died down a bit, I have been reflecting on what we can learn from the Jack Straw episode? Wearing a veil clearly makes a statement that inflames passions.

Having mused about running a team-building event where everyone wore a veil, the issue has implications and parallels with the work we are trying to do. If you are interested in reflecting further on some of the issues surrounding this controversial topic then please go to [www.teamfocus.co.uk/TheVeil.pdf](http://www.teamfocus.co.uk/TheVeil.pdf)

*Roy Childs*

## First of all: Professional toolkit...

**360° feedback is a powerful development tool - but it needs to be introduced properly, to target the right areas and be used wisely.**

When Oxford University Press revamped their global leadership programme they wanted to emphasise the personal and relational elements of leadership. The Team Focus 360° online feedback system, which includes both a Leadership as well as an Emotional Intelligence Model fitted the bill.

In the words of Lorna Bevan, the OUP programme manager: *"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. 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 that all participants receive 1:1 feedback during the course from Team Focus coaches. Participants often rate this as the highlight of the week because it pulls together their learning in a very personal way"*.

Team Focus is running this again for OUP in 2007. To learn more and extend your CPD, attend our workshop 'Working with 360° and Feedback'. Our next workshops will be run by Roy on 24 May and 19 Nov (cost £395+VAT).



## What's new in Psychometrics?

- **Abstract reasoning** is an often overlooked capability. Verbal and numerical tests are typically seen as having higher face validity and so are more clearly job relevant than a 'test looking at shapes', but abstract tests are most closely related to 'g' or fluid intelligence. This makes them one of the best predictors of potential, as well as being fairer to those who do not have English as a first language. The PFS Abstract Reasoning tests assess both convergent and divergent thinking - core aspects of creativity, problem-solving and learning ability.
- **Hogan** - Team Focus now offers the international online suite of Hogan questionnaires - the Motives, Values and Interests Inventory (MVPI), the Personality Inventory (HPI) and the Development Survey (HDS). This means that you can work internationally choosing from 25 different language versions and various norm groups - including the US and UK English editions. Contact us to find out about the much wider range of reports now available.
- **NEO** - Team Focus is an authorised distributor of NEO PI-R (UK edition) available online and on paper. Full narrative report suitable for candidates and in-depth details provided for analysis for administrators. Available in British English, American English, German and French. We also provide a Bureau service which includes password generation for each candidate, downloading of reports on completion of the questionnaire and project management. Call us for further details.



**HRD 2007 17-19 April, ExCeL London**

## PfS takes off...

- **HRD 2007** - come and see us on **Stand 556**. Catch up on the latest PfS instruments and our work on Relationships and Leadership. Register free at [www.cipd.co.uk/cande/hrd/exhibition/prereg.htm](http://www.cipd.co.uk/cande/hrd/exhibition/prereg.htm)
- The latest CIPD recruitment survey shows 25% of organisations now using online assessment in some form. PfS pioneered this approach which was regarded with some scepticism even just 6 years ago. The debates over security and validity remain, but these are far outweighed by the positive experiences of a growing number of users. The Profiling for Success (PFS) range of assessments, available online and on paper, makes use of the latest technology and psychological concepts, to bring penetrating and challenging insights into human capability, potential and personality. Why not have a look at the new PFS website [www.profilingforsuccess.com](http://www.profilingforsuccess.com)
- **Keep your psychometrics up-to-date, join our new online forums.** You can now join the debates and get involved. With the launch of the new Profiling for Success website, we have included forums covering issues such as PfS news and updates to the use and application of specific tools like TDI® and FIRO®. To make these forums lively and stimulating we need your contribution. Why not post your questions on one of our forums? To find out more, go to [www.profilingforsuccess.com/forums](http://www.profilingforsuccess.com/forums)

## SOME SIMPLE QUESTIONS (OR ARE THEY?)

- 1 What do these words have in common? Assess, Banana, Dresser, Grammar, Potato, Revive, Uneven, Voodoo
- 2 Make a fraction to express one half using all the digits from one to nine.
- 3 What are the missing symbols in the following calculation?  
5 ? 9 ? 4 ? 8 = 19.25

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# More...

## The Seven year-old Surgeon:

You may recall that we were involved with this television programme about a year ago. It has recently been screened again. Initially we had been concerned about how the media could present the information in a way which was not in the best interest of the boy.

For those who missed it first time around the background is that Akrit Jaswal is Indian and grew up in a rural village, showed exceptional abilities, learnt English and began devouring medical textbooks. He performed his first operation at the age of 7. Now 12 years old and studying medicine at the university of Delhi he believes he will find the cure for cancer and Firecracker Films wanted to film his story. Team Focus were invited to provide some cognitive assessments. After agreeing strict conditions for using the information (which ensured that the primary purpose was to help the boy rather than satisfy media pressures) we administered the WISC as well as number of our own Profiling for Success (PFS) assessments in order to further understand his capabilities and learning style.



For those of you who saw the programme do you share our perceptions that the whole process was a great learning experience for Akrit? I was enormously impressed with how the Director, Polly Steele, managed to show sensitivity in balancing the many issues and pressure for a watchable programme with Akrit's well being. I believe Akrit got useful feedback and I hope he has good memories of his time in the UK and is continuing to enjoy his studies.

*Hopefully you managed to catch the programme as we'd be interested in your views!*

## Involved in group facilitation? Consider these workshops.

If you want to improve your coaching and mentoring skills, increase your self-awareness and help improve relationships then consider extending your understanding of the most comprehensive theory of human interaction - FIRO® Theory.

**Become your Authentic Self (Diminishing your Defences)** - a unique opportunity to work with Judi Bell, one of the most experienced FIRO® trainers world-wide. We have invited her to the UK to run this ground-breaking workshop. Judi works directly with participants to understand how defence mechanisms work, how they relate to FIRO® Theory and how to begin the "break-through" process. Reducing defensiveness is probably the biggest issue in building better work as well as personal relationships. 29 April-3 May @ £1750+VAT.

**FIRO® Element B workshop** - if you use FIRO-b then why not update and enhance your capability by qualifying in Will Schutz's much improved FIRO Element B - and obtain the BPS Level B Intermediate Certificate in the process. Even those without FIRO-b can attend - all you need is to be interested in a powerful model for self-awareness, team awareness and applications in team building, coaching, counselling and therapy. Register to purchase FIRO® Element B which is available online and on paper. 12+13 July (*previously scheduled 9+10 July*) @ £895+VAT.

**FIRO® Interpersonal Relationship Measures** - qualify to use 3 of Will Schutz's latest questionnaires - FIRO® Element B-Behaviour, F-Feeling and S-Self. More than a set of questionnaires, this course helps you to work with the ideas and the emotions that people inevitably experience in their interpersonal relations. The learning is highly experiential and can be profound. 20-22 June @ £1190+VAT.

## ANSWERS TO THE SIMPLE QUESTIONS...

- 1 In all of the words listed, if you take the first letter, place it at the end of the word and then spell the word backwards, it will be the same word
- 2 6729/13458
- 3 The missing symbols are: multiply, divide and add...in that order



### EXTRA!

*PfS reached its quarter-of-a-millionth assessment last month – join the growing band of users!*

### '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!**

*"You cannot teach a man anything; you can only help him find it within himself" - Galileo Galilei*

## Did you know that...

Linda Paxton joined the team at the beginning of March as Support Co-ordinator.

## And finally...

**Roy and Oliver Letwin talk at the National Relationship Education Conference.** The speakers at this conference focussed on the importance of relationships - at work, in the home and in the community. Oliver Letwin explained how the Tory Party recognises "there is such a thing as society" - and that relationships address the quality of life. This goes beyond the traditional fare of economic well-being from political parties to date. Roy's talk addressed the issue of Relationships in Organisations - and the link to Leadership. Other topics related to public policy, criminal justice and hard to reach groups in the community.

*Always keen to hear your views...*



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