



Team Focus Update



Note from Roy Childs...

Every client we work with helps us to learn. This is how we continue to bring new ideas to our consultancy work. We are always happy to discuss different solutions - so do get in touch. It brings our work alive and it gives meaning to your interest. So please read on and we trust you find something of interest! Enjoy the summer...

Roy Childs

First of all: Professional toolkit...

- **FIRO Element B online** - easy to set up an account. No upfront costs. Choice of 3 reports, with the Organisational Interpretative report being the most popular. This provides a score matrix and a full exploration of the three dimensions of Element B including Team Atmosphere and Leadership. Only £11.50* per questionnaire.
- **PfS update** - additional reports for TDI users:
Type at Work: revised version of the previous career report. It includes detailed narrative feedback on reported type, exploration of the kind of work you want to do, your style of working, the kind of people you would like to work with, as well as your areas for development to help you make better career decisions...and only costs £7*!
Career Explorer: shorter version of the Type at Work report with exploration around vocational preferences and how these preferences may affect choice of careers, the kind organisation you may want to work for and how you work with others (cost £3*).
We can also offer a new facility to generate personalised TDI reports for any given 4-letter profile...

Please call for further details on any of these products.

* Plus VAT.

"Great talents are the most lovely and often the most dangerous fruits on the tree of humanity. They hang upon the most slender twigs that are easily snapped off."

Carl Jung

5 SIMPLE QUESTIONS (OR ARE THEY?)

1. What connects Santa Maria, Nina and Pinta?
2. What is the second most common word in written English?
3. Dakar is the capital of which African country?
4. In what year did Superman appear in Action Comics for the first time?
5. The phrase "mind your p's and q's" originally meant to watch how much you had to drink, but what did the letters "p" and "q" stand for?

Answers overleaf...

UKCAT

Team Focus was selected to provide the assessments for the new medical and dental admissions process known as UKCAT (UK Clinical Admissions Test). All applicants to medical and dental schools will be required to sit these tests for entry in the Autumn of 2006 in order to enhance the objective information available beyond A-Levels. This is a big and prestigious project which will have a long-term impact on all of us - we all have a vested interest in the quality of our doctors and dentists. To find out more, please go to:

www.teamfocus.co.uk/projects_and_case_studies.htm.



Our training is different...

"I found the Team Focus approach to training psychometrics positively liberating! Team Focus engenders the use of a coaching style which puts the emphasis on understanding the individual receiving the feedback and their context, rather than learning a more mechanistic administration and feedback process."

Caroline Croughan
Leadership Development Manager
Norwich Union

- Designed and run by Chartered Psychologists
- Up-to-date courses and state-of-the-art materials
- Full range of public courses that can also be customised or run inhouse
- All psychometric courses are recognised by the British Psychological Society (BPS) leading to an internationally recognised certification
- Range of CPD and Management Development courses
- Special Discount available to CIPD and BPS members
- Friendly and accessible support

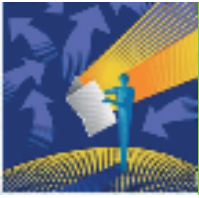
Development Centres - time to move on

At Team Focus we continually learn from our clients. Over the years we have run many Assessment and Development Centres but have increasingly questioned whether our clients are getting best value for money. The rigours of assessment (for which we are well known) can sometimes get in the way of providing the best context for developing people. Having experimented with 3rd and 4th generation DCs, which involve greater emphasis on development such as using 'coaches' rather than 'observers', we have now found a way to maximise people's development through a far more empowering process. To find out more about how we are using ideas from such diverse areas as appreciative inquiry and rigorous in-depth assessment to make the difference and give real value for money, do get in touch.



01628 637338
www.teamfocus.co.uk





More...

'Switch Strategy'...

Do you or your company use psychometric tests?
Looking for more variety?
Are you interested in 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 info@profilingforsuccess.com for further information...

Get Switching today!

Guest speaker...

Roy has been invited to be a guest speaker at the **Saint-Gobain HR Conference** in July, covering the topic: There are many psychometric tests on the market: What do they really measure, how accurate are they and how can you use them? Giving a swift overview of what is available, what tests can really claim to deliver and where they are mis-used. Most importantly it will help to recognise the potential benefits, avoid some of the pitfalls, challenge bad practice and understand the route to best practice through internationally recognised qualifications.

If you have any events that you would be interested in us talking at please give us a call.

The biggest Return On Investment comes from focussing on your people

All companies say 'People are our most important asset'. Few employee surveys show this to be reflected in the corporate culture. Team Focus will make it come true. No other investment will create such a step change in performance. The key to a step change in performance is to create true dialogue and communication. This comes from building more effective relationships thus releasing energy and motivation and reducing time-wasting and conflict. It means creating a blame free and creative environment where openness and trust pervade - the most quoted characteristics of high performing teams. For the key to enhanced performance go to: www.teamfocus.co.uk/roi.htm.

Answers to 5 SIMPLE QUESTIONS

1. They are the names of Christopher Columbus' ships
2. Of
3. Senegal
4. 1938
5. Pints and Quarts



COMING SOON...a new test that taps into decision-making and judgements in complex environments - the **DAT**.

Recruitment issues: Online Bureau Service

Team Focus has helped Aberdeen Asset Management, a global financial services provider, with their graduate assessment using our Bureau service. With this process, Team Focus consultants administer, interpret and feedback psychometric tests, so giving organizations the benefits of psychometrics without having to undergo Level A or B training.

They have used our Profiling for Success range of reasoning tests for the selection of their graduate Investment Analysts.

This role required strong understanding and critical evaluation of both written and numerical data, which is where our verbal and numerical reasoning tests provided a measure. However in order to tap into competencies beyond these skills, we offered Aberdeen our abstract reasoning test, which measures the ability to think adaptively and solve problems.

Aberdeen has offices worldwide and so our online testing system has enabled us to administer tests and give feedback with ease. The online delivery of tests cuts down on time as well as costs. The process of using the Bureau service is simple.

Why use our Bureau Service?

- **Flexibility** - Choose whether to test candidate in their own environment or on your premises
- **Tailor testing** - Choice of 4 ability levels for the reasoning tests
- **Efficiency** - Secure system ensures confidentiality of results
- **Cost Effectiveness** - no training or set up costs, all materials provided including reports
- **Speed of Delivery** - 12-15 minutes to complete for each test, reports produced immediately.

Interested in our assessment services or range of psychometric tests? Call to receive more information or speak to a consultant.

Did you know that...

- the latest CIPD survey shows that 75% of organisations now use ability tests, and 60% use personality assessments, when recruiting for at least some positions.
- we always leave August free of public courses, so grab the opportunity to run an inhouse option - customised to your needs and run on your premises or locally...call to discuss further.

And finally...

This was written during the world cup fever. For those not interested in football, please forgive me (Roy) a few musings. I have caught myself wondering about the tribal spirit it brings out. Does it bring out the best in people? I must admit, I do love the way people who normally have no contact find a reason to connect, talk and smile. I love the sense of connection and energy which is created. But does this spirit which is inclusive have a dark side - exclusion. I think not necessarily, based on the way some people who support different teams also get a sense of excitement and connection. I would like to think that the ethos of team loyalty can co-exist with friendly competition. This is certainly one of the things we are trying to create in our work.



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