



Team Focus Update

I hope you are all enjoying the British summer. I write this as I sit watching the skies open, the drains not coping and listening to people complaining. However, I am inspired by that seminal book "Man's Search for Meaning" by Viktor Frankl. If he could extract meaning from the extreme experiences he went through (as a survivor of the concentration camps) then there must be a reason* for this weather. Rather than worry about the unpredictability of the weather as we face global warming I can, at least, rejoice in the fact that the reservoirs are now full and the water table must be on the way back up. I know this is not profound but the message in the book is much more so and well worth the read.



Angie Chitts

*Viktor Frankl on the meaning of life said: "Ultimately, man should not ask what the meaning of his life is, but rather must recognise that it is he who is asked. In a word, each man is questioned by life; and he can only answer to life by answering for his own life; to life he can only respond by being responsible."

Recruiters turn to psychometrics

The Association of Graduate Recruiters 2007 summer survey shows that a record 92% of employers consider psychometric testing to be a useful aid to the recruitment process.

Many are now turning to tests because degree grades are thought to be unreliable indicators of aptitude, and a poor guide to the sort of competencies graduates actually possess. Tests are seen to be the best way of comparing graduates across ever more diverse disciplines; and personality questionnaires and group exercises the key to measuring 'softer' skills such as team-working.

The Team Focus Profiling for Success tests provide a highly efficient method of assessing vital graduate aptitudes, and when supported by our questionnaires and other assessment products, provide an objective way of unravelling important competencies.

Free course for Gordon Brown?

Gordon Brown faces a huge leadership challenge. The unusual circumstances of his succession mean that he is at pains to emphasise how different things will be. However, this exercise has been a largely intellectual one combined with a marketing campaign (i.e. convincing the public through the media). Intellectualism may be GB's strength but to succeed will he need to work on his Emotional Intelligence? The stories of smouldering ambition and personal rivalry do not bode well. In the interests of the nation I would like to offer GB a free place on our next FIRO® Elements workshop to explore how people prevent themselves from being more emotionally intelligent!

Go to www.teamfocus.co.uk/blairbrown.pdf to consider possible ways in which GB's TDI® and FIRO® profiles may differ from Tony Blair's.

Can you guess Tony Blair's and Gordon Brown's Type?

What a Team?!?

www.teamfocus.co.uk/blairbrown.pdf



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

Pablo Picasso

5 SIMPLE QUESTIONS (OR ARE THEY?)

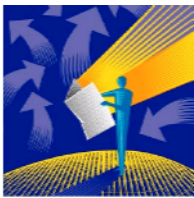
1. Tim Henman's great-grandmother made history by being the first woman to do what at Wimbledon?
2. What is the collective term for a group of racoons?
3. Which two European capital cities are closest together?
4. Which Rugby League team has the nickname the Rams?
5. The phrase a 'green-eyed monster' originated in which Shakespeare play?

Completed any CPD yet? Six key roles for CPD: (as featured in 'The Psychologist' magazine)

1. Develop, implement and maintain personal and professional standards and ethical practice.
2. Apply psychological and related methods, concepts, theories, and instruments in psychology.
3. Research and develop new and existing psychological methods, concepts, models, theories and instruments in psychology.
4. Communicate psychological knowledge, principles, methods, needs and policy requirements.
5. Develop and train the application of psychological skills, knowledge, practice and procedures.
6. Manage the provision of psychological systems, services and resources.

Remember, we're half-way through the year already! Talk to us about workshops that can help you...





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 speakers...

Roy was asked to present on the topic of Psychological Type ("MBTI[®], TDI[®], MTR-i[™] and all that") at the Training Journal Conference in June. More than 60 people attended the session and nearly all had experienced MBTI[®] but did not know about the TDI[®] and how it has been designed to minimise the dangers sometimes associated with MBTI[®]. These include the way in which people sometimes regard their "Type" as a rigid "box" or the process of using the questionnaire as "needing to find a best fit Type". A key message is how TDI[®] encourages much more exploration and works better for developing flexibility, change and growth.

Angus was asked to present at the University of Bedfordshire and helped academics and career advisors to look at their own style using two different approaches. Both were linked by the concept of "story" - the idea that we all have built a personal narrative about ourselves and that this is an extremely important part of our sense of identity. This is often the way we introduce the Type Dynamics Indicator (TDI[®]) - an opportunity to tell your story through the questionnaire. This is a structured and "nomothetic" way for exploring Psychological Type that he contrasted with the use of a more free form approach. Contrasting these approaches reflects the reality that there are many ways to explore psychological Type. This is the philosophy adopted by Team Focus when training people in psychometrics.

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

Answers to 5 SIMPLE QUESTIONS

1. Serve overarm
2. A nursery
3. Vienna and Bratislava
4. Dewsbury
5. Othello



COMING SOON...

TDI[®] online in French and Dutch
(paper versions already available)

Relational Leadership takes hold in the Public Sector

We have no difficulty convincing people that the core of successful leadership is the ability to understand and connect with people. However, our concept of Relational Leadership takes this idea beyond existing paradigms. These are often covered by the domain known as Emotional Intelligence (which seems to have swept up much of the soft-skill components of leadership development). Relational Leadership goes beyond traditional Emotional Intelligence by:

- clarifying the difference between understanding/managing/motivating the self and understanding/managing/motivating others - areas we call personal Emotional Intelligence and Relational Intelligence
- incorporating relational goals - leadership cannot be divorced from the question of where a leader is leading to.

As Corporate Responsibility becomes a bigger issue, many companies will need approaches that will help prevent another Bhopal. Relational Leadership provides just such an approach and would have focussed attention more directly on the impact of the company's relationships and responsibilities both within the company and between the company and the local community.

Whilst commercial companies may be slow to move towards greater corporate responsibility, one sector where the concept of Relational Leadership has a natural home is in the Public Sector. Here we have an explicit purpose to serve the community. We are therefore very pleased to be working with our partners at Teleios and a group of forward thinking leaders from the Milton Keynes, Oxfordshire and Buckinghamshire (MKOB) Improvement Partnership to take this idea forward.

Did you know that...

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...

heard of the Icarus syndrome? It seems that while 'intelligence' is the best predictor of success in senior positions, extremes of personality can put managers on the road to 'derailment'. An enthusiastic and vivacious managerial style can be highly motivating, but when it tips over into volatility and melodrama it can cause real problems. Why not attend one of our **Hogan Development Survey** courses to find out more!



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