

# Team Focus Update



## Note from Roy Childs...

First of all, a Very Merry Christmas to you! 2005 has seen Team Focus involved in developing our work with the Relationships Foundations; taking Learning Styles into the classroom; analysing what makes successful aircrew in the Army, Navy and RAF ...and much more!

We hope that you have enjoyed receiving our quarterly newsletter and have found it of interest and fun! So please read on and we trust you will find something of interest! Enjoy your Christmas break...

## First of all: Professional toolkit...

### NEW FOR 2006 FREE Level A training\*

When you buy £1750\*(+VAT) worth of Profiling for Success (PFS) online test credits.

#### How does it work?

You can pay thousands of pounds to attend a Level A course. But now you can attend for **free**.

All you have to do is buy £1750\* worth of PFS online test credits and one person can attend one of our regular Level A courses **free**.

Want to know more? Call 01628 637338 for further details

## A goat's not just for Christmas!

This year we have decided not to send out Christmas cards and will be donating the money to Oxfam instead to buy some goats...here's a brief outline of the scheme:

*"No ifs or buts - a goat is a great gift. Even the kids can get involved. You start with one and end up with a herd. They can then be sold to raise cash for school fees or to buy tools and start to reduce poverty. Best of all, the first female kid is given to another family and the process starts all over again. So why not invest in a goat?"* **Oxfam**

Communities in Ethiopia have received more than £200,000 worth of goats thanks to Oxfam Unwrapped. The Afar and Somali areas of Ethiopia have suffered exceptionally poor rainfall in recent years, particularly in pastoral areas, where people are dependent on livestock. Herd sizes have diminished dramatically and left people totally unable to support their families.

There are other schemes available if you're interested in getting involved yourself. A selection...

- ◆ plant 50 trees (£16)
- ◆ feed a family for a month (£25)
- ◆ train a healthworker (£38)
- ◆ essential medicines for a village (£100)
- ◆ safe water for 1000 people (£720)



Go to: [www.oxfamunwrapped.com](http://www.oxfamunwrapped.com) if you would like to learn more...

**We would still like to wish you a Very Merry Christmas from all of us at Team Focus!**

## TDI takes off...

Following the success of last year's "Conversion to TDI" workshop (with about 40 people attending), we have been asked to run another **free** workshop on 16 Feb 06 at the European Type Conference, call now to reserve a free place!



We have also run several very successful presentations for the Association of Career Professionals, the Association of Business Psychologists and the CIPD Diploma course at Oxford Brookes University on the subject "What's new in Psychometrics?".

We have since been asked to run a similar presentation for the 16PF User Group in London on 2 Feb 06. People clearly want to keep their finger on the pulse! So call now if you would like to join us.

We are also running a **free** 'Conversion to TDI' workshop (on 13 Jan 06) at the BPS Occupational Psychologists Conference which runs from 11-13 Jan 06 in Glasgow, call now for more details...



The British Psychological Society

**Hope to see you at one of these events!**

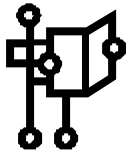
## December Offer...

Book before 21 December 2005 and receive **15% discount** on courses for 2006

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.





# More...

## It pays to talk...

Well over 50% of the UK's workers think that their organisation does not communicate well, according to a recent CHA\* survey. And it seems that not telling people what's going on leads to an increased intention to leave, with more than 60% saying that they will be off within 2 years. Such surveys strengthen the view that the management of communications and working relationships are vital to business success. Talk to Team Focus about the **NEW** Relational Health Audit.

\* Colette Hill Associates

## Did you see the recent article in the Telegraph... "William beats Harry in Army intelligence test"

It talks about Princes William and Harry sitting their Sandhurst tests, which were designed by Team Focus and are really getting to top places. An extract:

"...Prince William is the brains of the family - it's official. The 23-year-old prince, who is to enrol at the Sandhurst Royal Military Academy in January, scored seven out of 10 in the "raw intelligence" test, when he took part in a gruelling assessment at the Regular Commissions Board in Westbury, Wiltshire. Prince Harry is understood to have scored four in the same test in September last year.

Senior officers who witnessed Prince William tackle the various physical and mental trials - designed to assess a candidate's potential to become an Army officer - described him as "athletic, well co-ordinated and quite bright".

It is believed that what surprised many of the officers who were judging his suitability to become a commissioned officer was his performance in multiple-choice intelligence tests, which he faced on the first day. These computer tests are used to assess an individual's powers of reasoning, general knowledge and intelligence. Candidates also have to take part in a planning exercise, group discussions and give a short lecture to other members on the course.

One senior officer said: "The raw intelligence test is exactly that. It is used to assess the potential of all soldiers from those who join the ranks to those who want to become officers. "It gives the best indication of a candidate's IQ.

We have seen people with very good degrees get very poor scores and those who have just scraped a few A-levels get very high scores. A score of 10 out of 10 means you are a genius, while one or zero means you are barely functioning. Seven, which William received, is very, very good. He also displayed good leadership skills. On the showing he gave at the RCB there is no reason why he shouldn't make a very good officer...."



**William scored seven out of ten;  
Harry got four in the same test**



**NEW LAUNCH!**  
**Reality Coaching**  
replaces Development  
Centres...find out more!

### '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  
[teamfocus@teamfocus.co.uk](mailto:teamfocus@teamfocus.co.uk)  
for further information...

**Get Switching today!**

*"Teaching should be such  
that what is offered is  
perceived as a valuable  
gift and not as a hard  
duty."*

**Albert Einstein**

## International Christmas Greetings

**French: Joyeux Noel**

**Croatian: Sretan Bozic**

**Thai: Sawadee Pee Mai**

**Dutch: Zelig Kerstfeest**

**Polish: Boze Narodzenie**

**Urdu: Naya Saal Mubarak Ho**

**Yugoslavian: Cestitamo Bozic**

**Italian: Buone Feste Natalizie**

**South African: Geseënde Kersfees**

**Argentine & Spanish: Feliz Navidad**

**Vietnamese: Chung Mung Giang Sinh**

**Brazilian: Boas Festas e Feliz Ano Novo**

**Hungarian: Kellemes Karacsonyi unnepeke**

**Japanese: Shinnen omedeto. Kurisumasu Omedeto**

**Eskimo: Jutdlime pivdluarit ukiortame pivdluaritlo!**

**Russian: Pozdrevlyayu s prazdnikom Rozhdestva is Novim Godom**

**Korean: Sung Tan Chuk Ha**

**Greek: Kala Christouyenna!**

**Macedonian: Sreken Bozhik**

**Lithuanian: Linksmu Kaledu**

## Did you know that...

- ◆ we have a varied range of articles on our website at [www.teamfocus.co.uk/whats\\_new.htm](http://www.teamfocus.co.uk/whats_new.htm) including details of a healthy debate between Roy Childs and Rowan Bayne regarding **the merits of TDI v MBTI**
- ◆ we are offering a new workshop, namely **MTR-i: Practical Application of Team Roles** useful for team development and coaching, first workshop in 2006 is 25-26 May
- ◆ we were asked by Channel 5 to carry out an assessment for a boy genius who **intends to cure the world of cancer** - the programme is to be screened in January and should be interesting viewing!

## And finally...

*We wish you a Very Merry Christmas  
and a successful 2006 and look  
forward to seeing you soon!*



**01628 637338**

**[www.teamfocus.co.uk](http://www.teamfocus.co.uk)**

