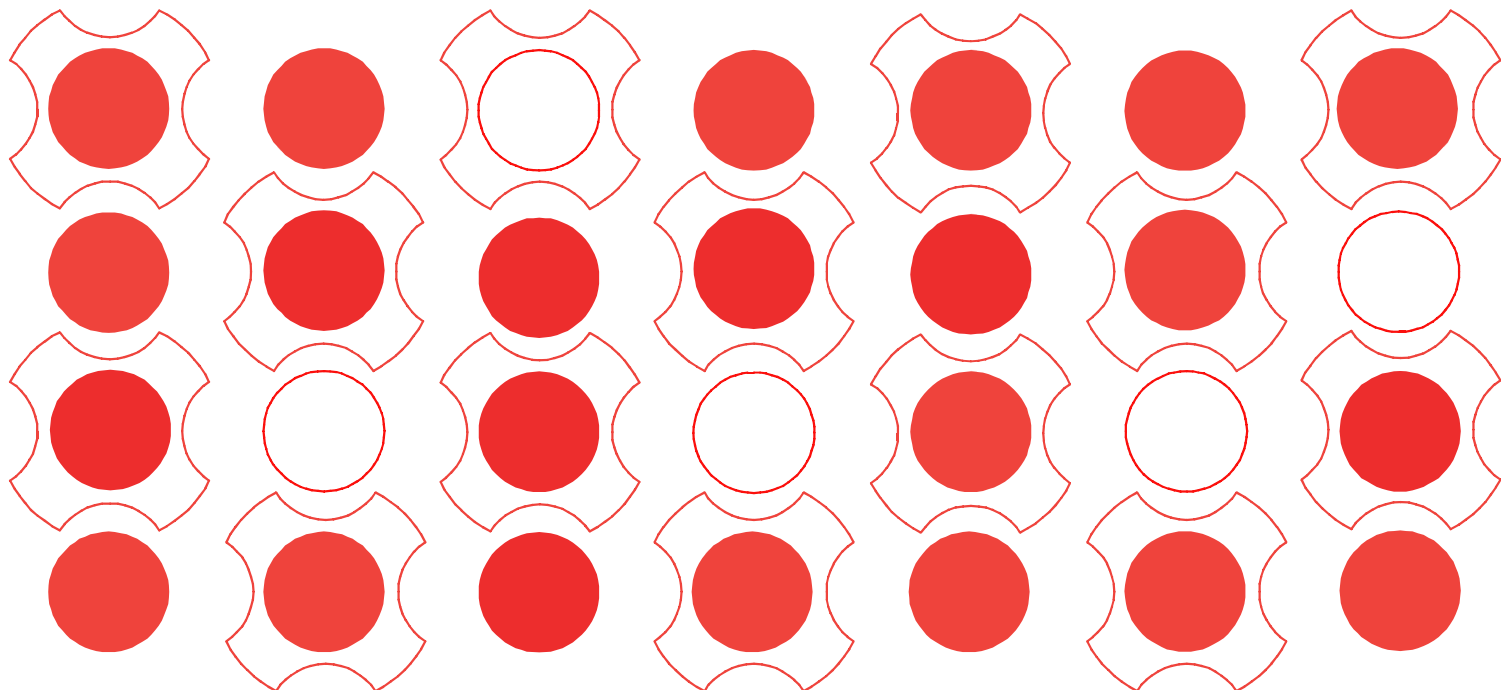


Tea D e o Pro le 2. Grou Re ort



**FORTUNA INTERNATIONAL
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LEADING PERFORMANCE IMPROVEMENT



Grou Sa le Re ort
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Introduction

Tea D e o Pro le 2. Grou Re ort

Work a rou ett u ually ea work wt eo le w o are d ere t ro you. You'll probably d t at you're ood at o et t at are d ult or tre ul or ot er your rou . O t e ot er a d, a y eo le your rou are robably ood at t t at are 't a o ortable or you. T e Tea D e o Pro le de t e var ou role t at ay o e aturally to d ere t eo le your rou .

Creator e erate ew dea a d re o e t . T ey re er to lve t e world o o blite a d look or a tv t e t at are u tru tured, ab tra t, a d a at ve.

Adva er o u ate ew dea a d arry t e orward. T ey o u o t e tera t ve world o relat o a d o t e a a e t e u a art o a y oluto .

Re er a lyze dea or law or rev e ro e t y te at ally. T ey o u o t e o be t ve, a alyt al world o a t ort eore .

Exe utor delver o rete re ult a d eek u e ul le e tato . T ey te d to be real t w o ay atte to to deta l a d t e botto l e.

Flexer ave a equal re ere e or o t or all o t e role a d a o t e ada t t e r t yle to t t e tea ' eed .

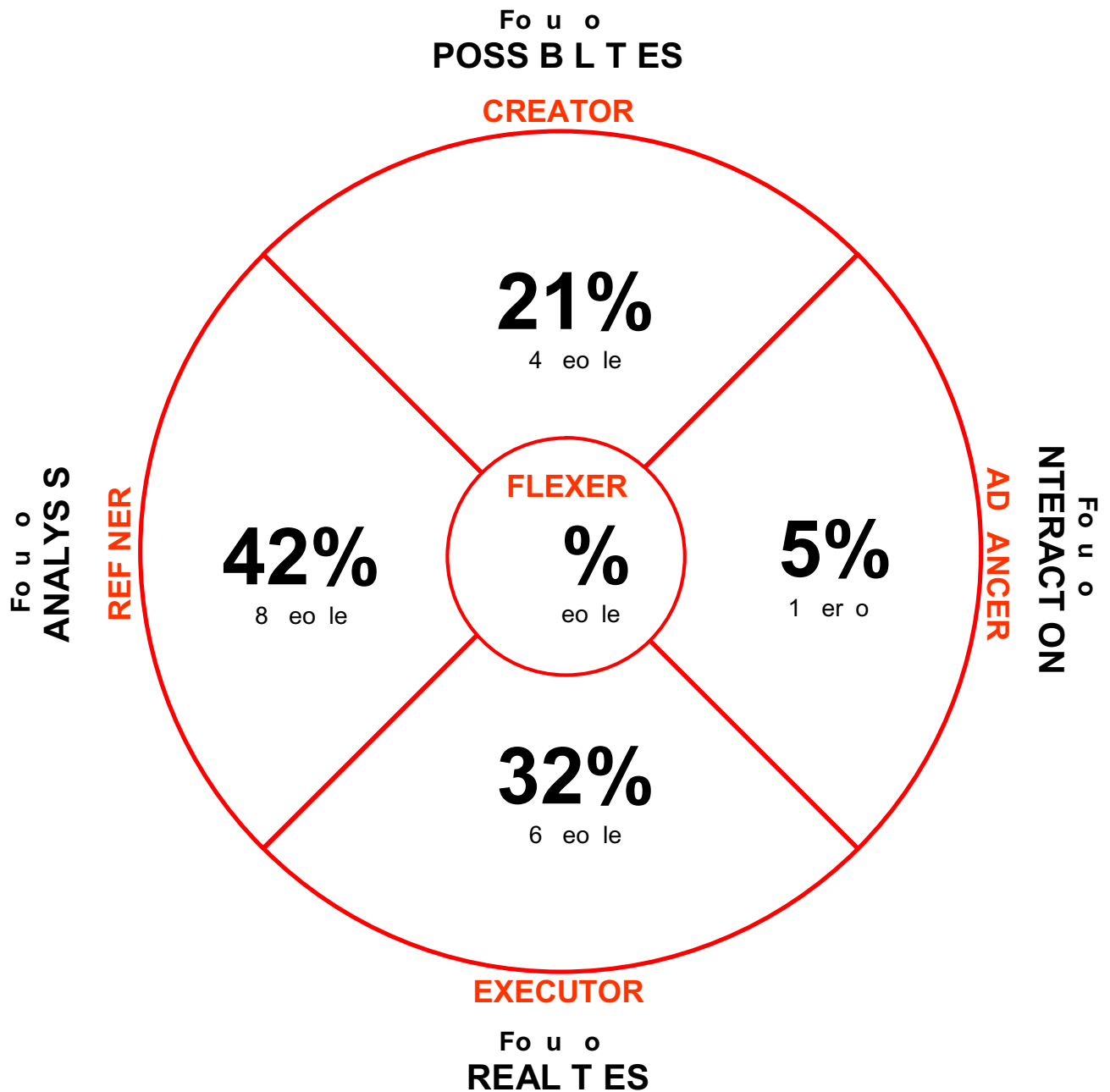
T re ort de ed to el ea er o d t er e o t at t e e t re rou a be e t . T e ollow a e will el your rou u der ta d ow t a ake t e o t out o every o e' tale t . T e re ort al o l t t ed ere e a o your rou e ber a d o e o t e roble t at ay ar ea a o eque e . F ally, t e re ort te ded to el your rou u der ta d ow t a a talze o t t re t to buld a ore rodu t ve a d e oyable e v ro e t .



Team Role Distribution

Team Design Profile 2. Group Report

The table below shows the percentage of people your group were rated in each team role. The number of people in each role also shows below the percentage.



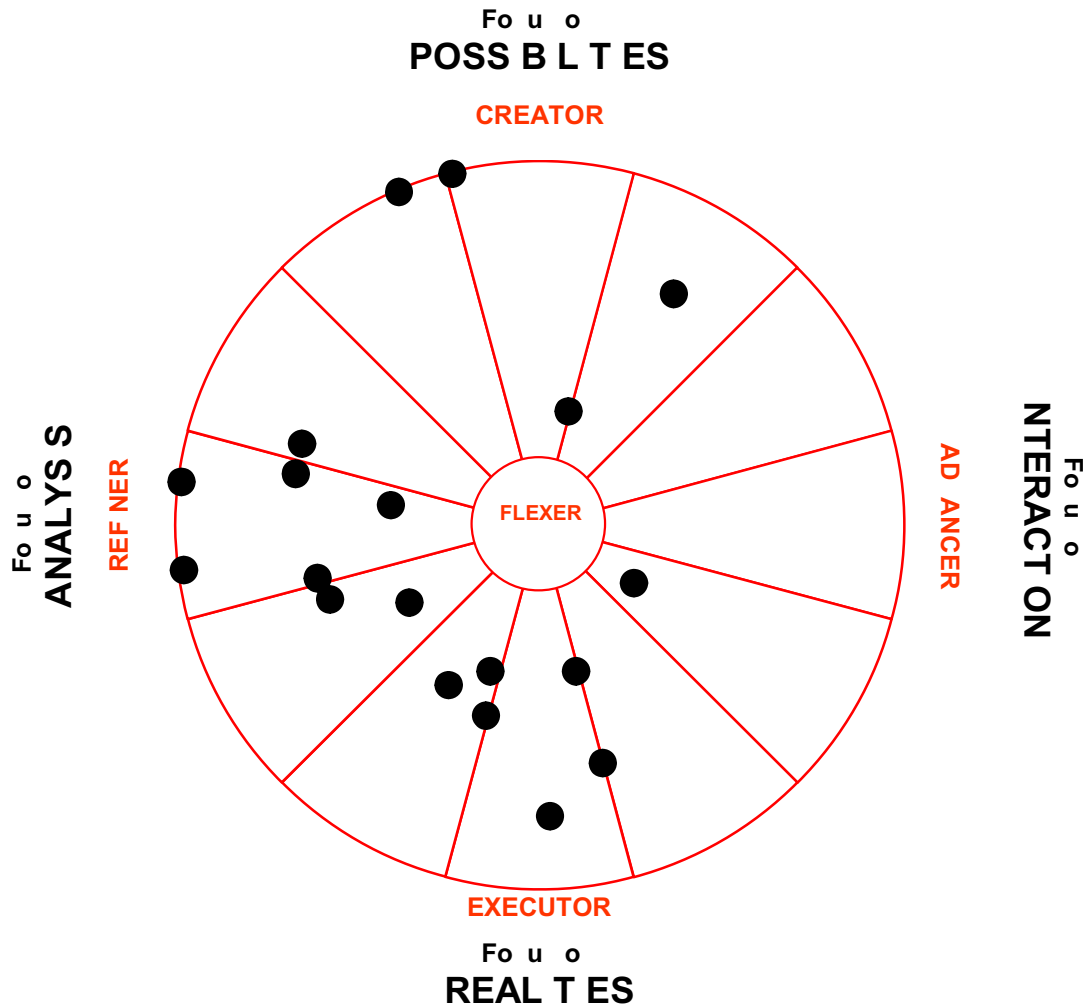


Tea D e o Ma

Tea D e o Pro le 2. Grou Re ort

All o t e e ber o your rou are lotted o t e Tea D e o a below. Ea dot re re e t o e er o . Your rou e ber robably lea toward o e role oret a ot er . A you a ee, t ere a arly lar e er e ta e o Re er your rou . O t e ot er a d, t ere are relat vely ew Adva er a d Flexer .

Be au e two eo le a o u y t e a e o t o t e a , o e dot ay overla ea ot er.



Overall, a y eo le your rou ee to ave a re ere e ort e Re er role. O t e t e , rou wt t atter o re ult la ea value o lo a d a ura y. T ey te d to be very rele tve a d er a eve a ltle wt draw or ke t al at t e . T ay reate a e v ro e t w ere o e t e y very ly valued a d eo le take t e r t e t o e t t r t. Co der ow well t de r be your rou .

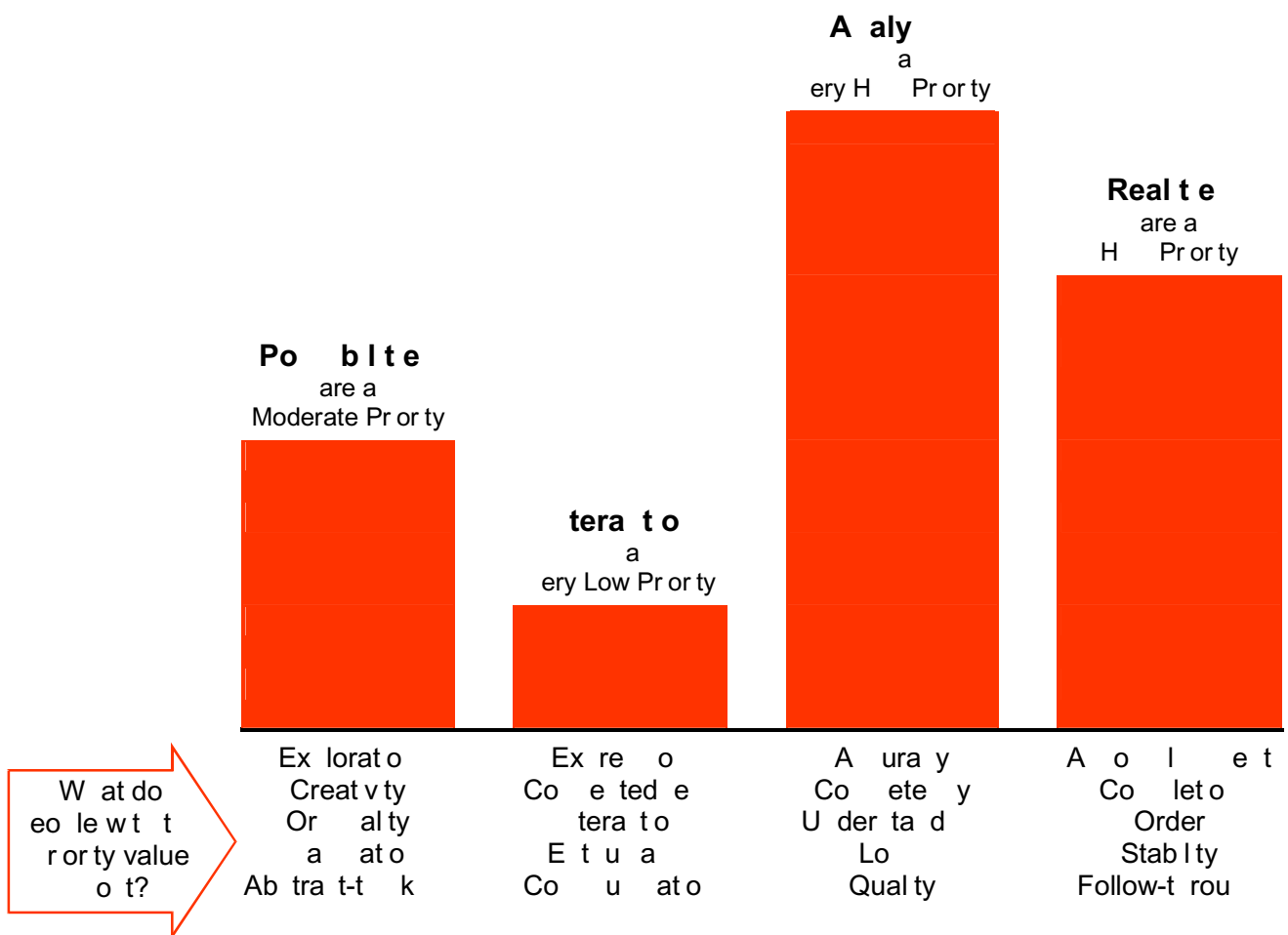


Your Group's Profile

Team Development Profile 2: Group Re-orientation

What do you want to do with your group?

We each have our own perspective on our work. We may also have different ideas about the group's future. They may be quite different. They may, however, be similar. One of the most important things to do is to get a better understanding of the different perspectives. But this is a difficult task.



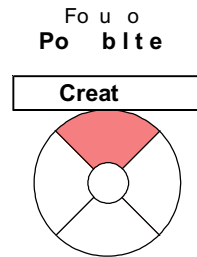
The profiles above are the result of your group's work. People who are high on Possible tend to value the need to explore and experiment. Group members who are high on Experimental tend to value collaboration and evaluation. People who are high on Analytical tend to value consistency and quality. People who are high on Realistic tend to value order and stability.



Creat

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Creat volve e erat ew dea a d ee t ro a ew er e tve. So et e t ea alle o ve to al et od . Ot ert e t ea e terta dea t at ee u real t or rat al o t e ura e. Creator te d to ave a t tve k a k ort ort o t k , a dwe ve t e a et ey o te el a rou u toward reater ovato . your rou , 4 out o t e 19 eo le (21%) were Creator . T u e t t at a oderate er e ta e o your rou re er t role.



Take o et e to t k about t e role t at Creat a your rou . ovato a r orty or t a e o dary o derato ? So et e rou t at ave a oderate u ber o Creator d t at t ey really do 't take ull adva ta e o t e a ato a d or alty t at t e e eo le br to t e tea . a t, tro Creator ay be re o zed or be too d or a zed or a ltle ab e t- ded, but ot or be ovatve a d ve tve. W e ut t er t la e, owever, t e e eo le o te u et er ab tra t, tutvet k to e v o dea t at would ave ever ura ed ot erw e. O t e ot er a d, ovato a r orty t e rou , Creator ave to be d ult at ot er robably re er ore tru ture t a atural ort e . Furt er, t ey eed to re o ze w e t t e to bra tor a dwe t t e to u toward o rete re ult .

Bu ld o Your Grou ' Stre t

How a your rou be t are t e ower o t Creator to e oura e

- a reater o e e to ew dea ?
- ore ovatve or art t oluto ?
- u o ve to al trate z ?
- ore o e tual or ab tra tt k ?
- a reater wll e to take r k ?

Co der your rou tak ull adva ta e o w at Creator o ert e tea . For exa le, t e rou u tru tured a d o e e ou to let Creator do w at t ey do be t? t ere a way or Creator to et t er dea eard a d ve ull o derato ? Are t ey ve t e reedo a d e oura e e t to ex lore ovato t at t lead t e rou to reater u e ?

U der ta d Your Grou ' L tat o

Alt ou you ave o e Creator your rou , o der t e rou

- o e e ou to tak r k
- e oura e o -trad to al or u o ve to al er e tve
- u ort u u a la roa e or oluto
- e d t e e a e to t e ber t at ovato orta t
- allow e ou t e or -de t t eoret al or o e tual d u o

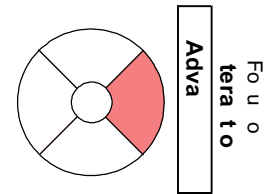
Co der ow your rou a addre a y o t e orta t ue ra ed above. art ular, t k about e , o rete a e t at t e oura e a ore reatve rtwt t e rou .



Adva

Tea D e o Pro le 2. Grou Re ort

Adva volve ov a dea orward ot at t olo er ut a ab tra tv o , but rat er a la t at everyo e t e rou u der ta d a d ee a wort w le. Co u ato e e ary ot at everyo e a eet e value o t e roe t t e b ture, a well a u der ta d t e o e a d l tato o or er role. add to , e erat e t u a el reate o e e oto al ve t e t t e la or everyo e t e rou . your rou , 1 out o t e 19 eo le (5%) are Adva er . T u e t t at a very all er e ta e o your rou reer t role.



Co der w eo le your rou u ually ll t e Adva er role. Grou t at o ta ew Adva er o te ave a le extroverted or out o ulture. Peo le ay be l ed to o al ze lo e-k t r le , but ay ot e d u t ew t o worker out de o t er ed ate work rou . u a e , orta t or al o u ato ay u era d eo le ay be let t e dark. Al o , o der t at Adva er o te ave a atural dr ve to etwork a d o u ate wt eo le out de t e rou . T o e rou t at do 't ave a y Adva er o et e d t e elve very ulated t ey are ot del berate t er atte t to bra out.

Bu ld o Your Grou ' Stre t

Co der ow you a o tert e Adva te de e a o your rou e ber by

- reat ro e e to ake ure eo le et t e or ato t ey eed about a roe t
- tak t e to ex la t e b - ture v o o a roe t to everyo e at varou ta e o t e work
- trodu reat ve a e or e t ve t at w ll et everyo e e a ed t e u e o a roe t
- a o eo e to be re o ble or o u at a e a la a d addre que to t at ar e

Alt ou t ere are ewer Adva er your rou , you a t ll reate a e vro e t t at o ter o u ato a d e t u a . O t e t e , a ra kd u o about eo le' o u ato eed a u over a t at are ea ly lled. Al o , a e to ed above, t ere are o e arly le ra t e t at a el e oura e everyo e' e a e e ta d ex te e t or a roe t.

U der ta d Your Grou ' L tat o

Be au e t ere are ewer Adva er t e rou , o der your rou

- la k eo le w o are ood at ell or ro ot t e rou ' dea
- a too l ttle or al o u ato out de o ed ate work rou
- atte t ve to t e e oto al eed o eo le t e rou
- too olated ro t e out de world
- al to rely e ou o t t t or tuto to ake de o

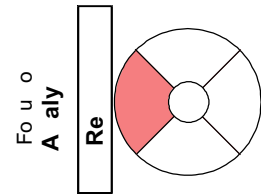
Co der ow your rou a addre a y o t e orta t ue ra ed above. art ular, t k about e , o rete a e t at t e oura e eo le to take o t o e a t v t e t at are trad to ally do e by a Adva er.



Re

Tea D e o Pro le 2. Grou Re ort

Re usually volve a dee level o a aly a d evaluato . T
ea look at a roble ro a rato ala do be tve o to vew. At
t e , t require a ood deal o ke t a d rt alt k to at
take a d t t e erto a dea. Re er te d to ex el at t ort o
t k a d a el t e rou develo lo al, y te at oluto .
your rou , 8 out o t e 19 eo le (42%) were Re er . T u e t t at
a lar e er e ta e o your rou re er t role.



Grou t at o ta a lar e er e ta e o Re er are o te very re le tve a d a aly t al t er
work. T ey te d to e o y lo al roble - olv a d -de t o derato o t e to at a d.
T ey o te a roa t er work a d t e work o ot er wt o e ke t , but o ly ort e ur o e
o e ur quality a d a ura y. For t o e w o are ot Re er , owever, t ke t y o e
a ro a e at vty or rt att e . Furt er, be au e a y Re er lke to ab orb t e elve
t er work, t ey ay ave a lower eed or o alz . T ay lead to a e vro e t w ere
or al o u ato la k .

Bu ld o Your Grou ' Stre t

Doe t e lar e er e ta e o Re er t e rou

- lead to reater quality a d a ura y?
- e ure t at -de t evaluato are er or ed be ore de o are ade?
- e oura e a ke t al reew o ew dea ?
- de t y t all or error be ore t ey reate a lar er roble ?
- lead to la t at are ra t al, well tru tured, a d et od al?

Co der t e rou u t t re t to t e ulle t. For exa le, are t e Re er t e rou
ve t e t e t ey eed to ake quality de o a d at error ? Are Re er luded ro e t
la ? w at way ould t e lo al a aly rov ded by Re er be ut to reater u e?

U der ta d Your Grou ' L tat o

Doe t e lar e er e ta e o Re er t e rou

- reate a ulture t at o ol tary t at t urt o u ato de or out de t e rou ?
- lead to o u ke t t at u u al dea are ot dow be ore t ey ave a a e?
- d oura e de o - ak t at ba ed o tuto or " ut"?
- leave t e rou ta ated be au e t overa alyze a tuato ?
- reate a e vro e t t at eel old or rt al to t e o -Re er ?

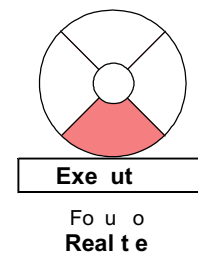
Co der ow your rou a addre a y o t e orta t ue ra ed by t e que to above.
art ular, w at doe your rou eed ter o o u ato , t utve de o - ak , e at y,
or r k-tak ?



Exe ut

Tea D e o Pro le 2. Grou Re ort

Exe ut ea ollow t rou o a la to br a roe t to o leto .T reque tly reque o derable ded ato a d or a zato .Furt er, to et e de a d t ed l eto t k to rout e or re ett ve ta k .Exe ut or te ave t e drve e e ary to ee a roe t t rou to a ed rodu t. your rou , 6 out o t e 19 eo le (32%) were Exe ut or .T u e t t ata above avera e er e ta eo your rou re er t role.



Co der t e roe t at Exe ut a your rou . rou t at ave a above avera e er e ta e o Exe ut or , t e e eo le reque tly u or o rete re ult . For exa le, Exe ut or te d to be t rou a d o tted e ou to kee work o a ta keve t t ee rout e or re ett ve to ot er .T ey o te o t r b u t e a teady, relable a e to t e rou ' work t at o te tly et t e ob do e o t e . Furt er, be au e t ey're qu te ra t al, t ey are able to de t y t o e dea t at do 't work t e real world, eve t ey look reat t eory. T k about t e lue et at Exe ut or ave o your rou ultre. Co der w o re o ble or utt t e al t ou e o a roe t a d w o e ure t at dea ove ro t e world o Po bl t e to t e world o Realte .

Bu ld o Your Grou ' Stre t

How a your rou be t a re t e ower o t Exe ut or to e ure t at t

- ollow t rou o roe t dea ?
- take are o t e deta l a d al t ou e ?
- a ta e ou or a zato a d t r u t ure?
- bu ld reater e e ya d de e d ab l t y?
- rodu e o rete re ult ?

Co der t e rou u t t re t to t e ulle t. For exa le, Exe ut or te ave t t to w at work t e real world rat er t a u t t eory. How t your rou wa t to u e t ab l t y dur le e ta to la ? How ould t e Exe ut or ' tale t be u ed to u t t e tea toward ore o te t, t e ly re ult ?

U der ta d Your Grou ' L tat o

Alt ou your rou robably doe 't ave a overw el o u o Realte , you ay t ll wa t to o der w et er t e rou

- too d ve o u o ve to al or u te ted dea be ore t ey are ve a a e
- take e ou r k or o e e ou to a e
- ze t e orta e o ab t r a t o r o e t u a l d u o about a roe t
- o u e o edate ra t al t y at t e o t o t e b t ure
- reate o u t r u t ure t at t d oura e eo le ot er role , art ularly Creator

Co der ow your rou a addre a y o t e orta t ue ra ed above. art ular, w at doe your rou eed t er o ovato , lex bl t y, b - t ure t k , a d r k-tak ?



div dual Data Table

Tea D e o Pro le 2. Grou Re ort

For ea rou e ber, t e table below l t or er r ary role a d o ble e o dary role. Na e are rou ed by r ary role.

Grou Me ber	Role	Te d Toward
Tab t a Lee	Creator	Re er
Bru e Da el	Creator	
Ja e S t	Creator	
Terry K	Creator	Adva er
Kr te Carter	Adva er	Exe utor
E ly Taylor	Exe utor	
E a Gar a	Exe utor	
Mad o Wat o	Exe utor	
Carr e N ol	Exe utor	Re er
Jo e Rob o	Exe utor	Re er
Rebe a K ox	Exe utor	Re er
Bra do Mart	Re er	Exe utor
Bryo D xo	Re er	Exe utor
Ab a l Rodr uez	Re er	
Car e Brow	Re er	
Da el Clark	Re er	
Ja ob Baker	Re er	
Steve W lla	Re er	
Je er S ott	Re er	Creator