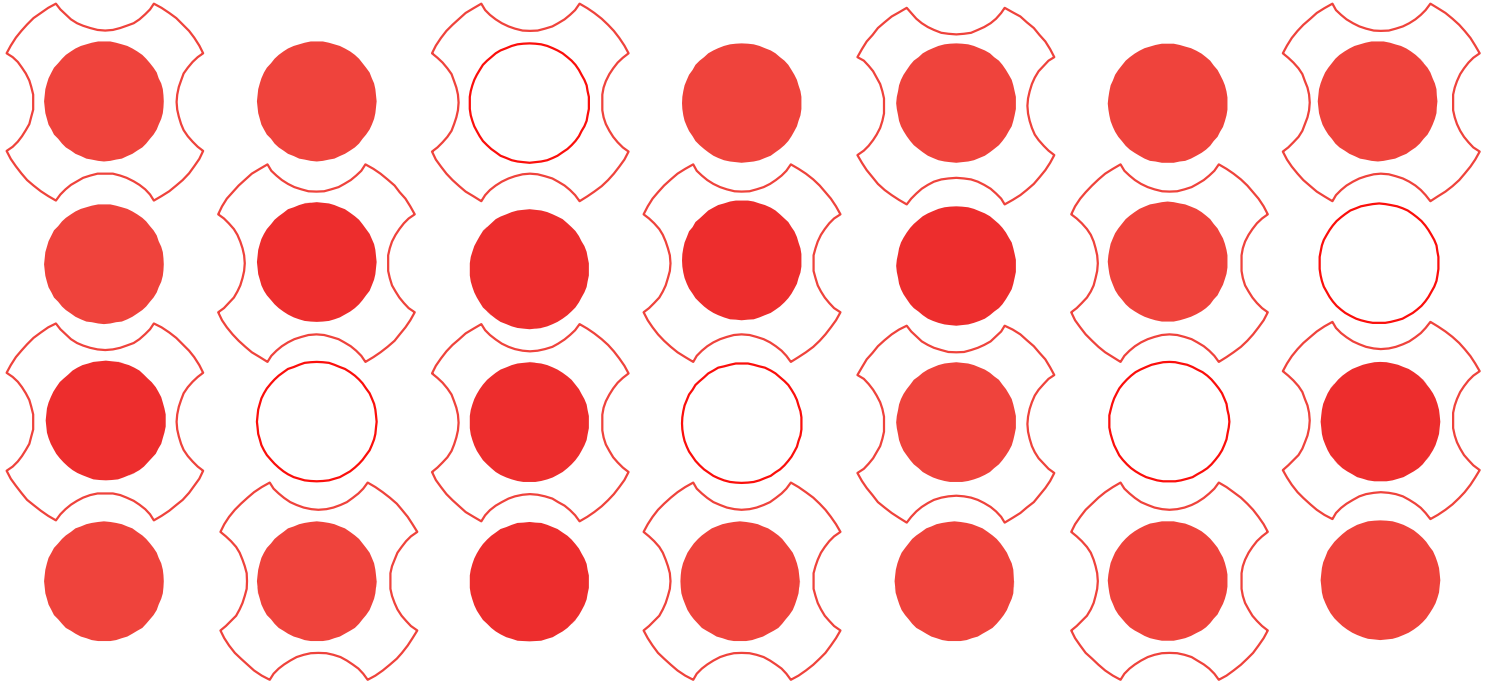


Tea D e o Pro le



FORTUNA INTERNATIONAL LIMITED

LEADING PERFORMANCE IMPROVEMENT



Re o de t Na e

T ur day, Au u t 25, 2 5

T re ort rov ded by:

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PO Box 331089, Takapuna,
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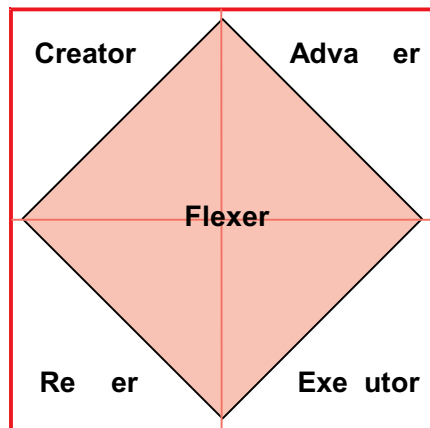
www.fortunaintl.co.nz



Welcome! You have just completed the first part of the Tea D e o Pro le. You are now on your way toward a more advanced tea ceremony.

You are now doing the Tea D e o Pro le to be a master. For nearly 3 years, the Public has been the first to experience the benefits of the tea ceremony. We're committed to a high standard of quality and development in the tea ceremony. Over 4 million people worldwide have used our services.

The Tea D e o Pro le will help you understand the way you prefer to work, and it will teach you a role to create work that delivers. Research has demonstrated that we work with other people in a more efficient, individual, and natural task and behavioral manner to meet our goals: Social, Cultural, Normative, and Methodical. Everyone has a role to play in the tea ceremony, and it is our job to ensure that all roles are met to ensure the best results. The Flexer is a combination of all our roles.



Creator: Generate ideas

Advancer: Promote ideas

Reformer: Challenge ideas

Executor: Implement ideas

Flexer: Stimulate ideas

As you read this report, please remember that there are no right or wrong answers. All the different roles are vital to the tea ceremony.

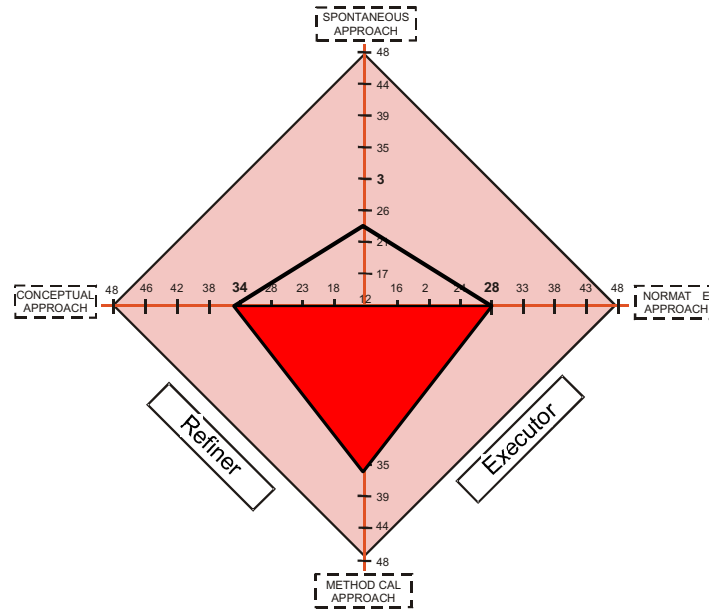
Your Tea D e o Pro le Gr d

Tea D e o Pro le



There are three key elements that report that will help you understand your role on a team and the team's role: Your Personal Approach, your Primary Role, and your Profile Pattern.

Your *Tea D e o Pro le* Grid shows below. Your score on each axis shows your level of each Personal Approach, based on your response to the *Tea D e o Pro le* Grid. Read more about the three levels of interaction and your *Tea D e o Pro le* to follow.



Your Personal Approach

There are four different approaches to take and be a part of on a team. See page 4 to learn about our Personal Approach and to see your level of each Approach based on your response.

Your Primary Role: Refiner/Executor

People tend to use two or more Approaches when working on a team. Around 60% of the Personal Approaches result in the definition of our role on a team. See page 5 to read about your Primary Role(s), to find out about the other roles, and to learn about the role of a team.

Your Profile Pattern: Refiner/Executor Pattern

Combining our Personal Approaches or 11 *Tea D e o Pro le* Pattern that relate to the different roles on a team. See page 6 to read about your pattern, then read page 7 to learn about the different patterns and a better understanding of the pattern of other team members.



trodu to to Per o al A roa e

Ob ervat o a d re ear over two de ade ave revealed everal d t ta roa e tot k a d be av ora o eo le volved a tea roe .We work wt ot er to a o l a e ur o e, eo le o b e t e r atural t k a d be av oral re ere e to a Per o al A roa .

By u der ta d t e varou a roa e u ed by d v dual o t r bu tor t e tea roe , t e role o tea e ber a be de ed a d t e tea roe e a ed, re ult er tea er or a e.

T e t e ra t ve relat o o t e our Per o al A roa e ra ally or trayed by t e Tea D e o Pro le rd. Your a roa ore o b e t o de t y your re erred role o a tea . T e d ator u der ea a roa ow your level o ea ba ed o your re o e .

Co e tual A roa



T e Co e tual A roa llu trated alo t e let or zo tal ax o t e Tea D e o Pro le rd. So eo ew o take a Co e tual A roa lke to o eu wt ew dea .We re e ted wt a roble or a o ortu ty, t ey are ood at ex lor alter at ve a d d u o e t. Good at v ual z t e a ter la , o eo ew o take a Co e tual A roa re er o u o t e uture; develo t e ore , r le , a d dea ; a d re o z alter at ve .

S o ta eou A roa



T e S o ta eou A roa llu trated alo t e t o vert al ax o t e Tea D e o Pro le rd. So eo ew o take a S o ta eou A roa wa t reedo ro o tra t. T ey t e d to ove ro o e ub e t to a ot er, o u o a y t ato e, a d o e t e ow ate e. So eo ew o take a S o ta eou A roa lke to ave re e ta d lue e. T ey do t eel obl ated to ollow trad to a d w ll let t e r eel u de t e w e ak de o .

Nor at ve A roa



T e Nor at ve A roa llu trated alo t e r t or zo tal ax o t e Tea D e o Pro le rd. So eo ew o take a Nor at ve A roa re er to ut dea to a a lar o text, rely o a t e x e r e e wt lar tuato to u de t e . Lett a e ted or a d e x e tato t e e t e , o eo ew o take a Nor at ve A roa lke to e e t e o eque e be ore a t . T ey re er to let ot er take t e lead a d try to t wt ot er eo le.

Met od al A roa

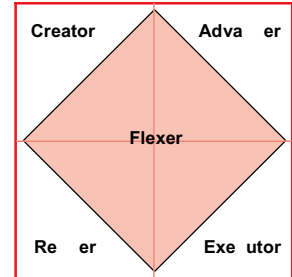


T e Met od al A roa llu trated alo t e botto vert al ax o t e Tea D e o Pro le rd. So eo ew o take a Met od al A roa re er order a d rat o al ty. We re e ted wt a roble or o ortu ty, t ey t e d to ollow a te -by- te roe , exa t e d e tal a d t k t over are ully be ore a t . Fo u o w at t ey a rove true, o eo ew o take a Met od al A roa ood at utt t order a d lke to ee t t to t e t e r.



rodu t o to Role

Re ear ow t at d v dual ave d ere ta roa e to ovato a d tea work. d v dual ay u e two or ore a roa e (Co e tual, S o ta eou , Nor at ve, a d Met od al) we a roa ta k t e tea roe . arou o b ato o t e e Per o al A roa e re ult t e de t ato o our role o a tea : Creator, Adva er, Re er, a d Exe utor. T e Flexer a o b ato o all our role . O a u e ul tea , d v dual er or t e e our role a d t e ra t wt o e a ot er to ax z e t e r t e t . Ta k are de e da d a de do ro o e role to a ot er, allow art a t to o u o t e r t e t e roe . Ty ally, ta k are a de do ro t e Creator to t e Adva er, ro t e Adva er to t e Re er, a d ro t e Re er to t e Exe utor. T e Flexer t e to ll a t e tea . T reate a " " roe , volv ea o t e role o a tea . Read about your Pr ary Role or Role d ated by a e k ark below.



Creator

a Creat role, a d v dual e erate t e o e t a d dea . T e Creator re ra e t e roble a d look or oluto t at ay be u u al, u que, a d o beyo d t e obvou . Creator e erate re , or al o e t a d dea . T e e o e t are ot o tra ed by ear o a lure, or by ex t rule or bou dare . T e Creator re o ze alter at ve a d er e ve t e "b ture." W e dea ave bee reated, t o e dea are a de do to o eo e a Adva er role.

Adva er

a Adva role, a d v dual re o ze dea a d ew d re to t e re arly ta e a d de lo way to ro ot e t e . T e Adva er u e t ul la ba ed o a t e x e r e e a d u e ul et od to adva e dea toward le e tato . Adva er re er a lar dea but are ot l ed to let rule a d bou dare d oura e t e . A to are d re t e d to a ev o be t ve by t e o t d re t a d e e t e a . Gve o e t ru ture toward le e tato , a dea w ll be a ed to o eo e a Re er role.

Flexer

a Flex role, t e o t r but o o tea e ber are o t ored a d t e roe ke t ov t e r t d re to . T e Flexer a bee e t al to t e overall rodu ty t y o t e tea , a t e r o able to lay at lea t t ree o t e our tea role . Flexer o be t vely v ew t e tea roe a d t e a eeded to kee t e tea ov toward t o be t ve .

Re er

a Re role, o e t are alle ed. T e Re er u e a et od al roe to a alyzet a orderly a er to de t e o ble law a d de t y o t e tal roble u der d u o . Re er are ood at re v ew dea a d le e tato la , od y t o e dea or o u wt ew dea , a d ra o ally re v ew t e to e ure u e ul le e tato . dea a d la ay ave to be a ed ba k to t e Adva er a d Creator role be ore t ey are ready or le e tato by o eo e t e Exe utor role.

Exe utor

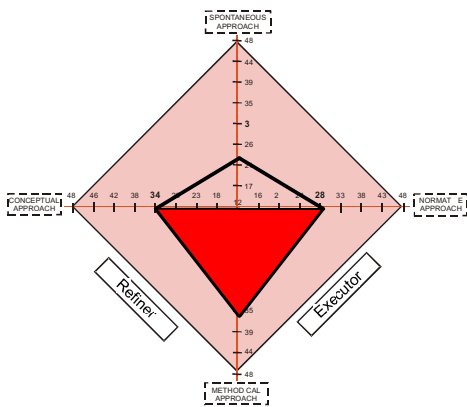
a Exe ut role, a d v dual ollow u o tea o be t ve a d le e t dea a d oluto . T e Exe utor o u e o e ur t e le e tato roe ro eed a orderly a er, ba ed o a well-t ou t-out le e tato la . Exe utor t r ve or a ev -qual ty out o e , wt atte to to deta l . T e Exe utor re er to let ot er take t e lead, a de oy t e ta k a d re o bl ty o al le e tato .



Your Unique Profile Pattern

Combato o te our Personal Approach, derbed ter retato Sta e , or eleve Tea D e o Pro le Pattern . Tee eleve patter derbe a o b ato o role t at ore lo ely re le tter e o ow eo le o t aturally a roa work wt ot er to a o l a e ur o e. Ma y eo le ult ately u e a xture o Co e tual, S o ta eou , Nor atve, a d Met od al A roa e t er tea a tvte a d t era to .

Read your Profile Pattern below. The read t e o t er de r to o a e 7 to 11 to a a u der ta d o t e o t er Tea D e o Pro le Pattern .



Refiner/Executor Pattern

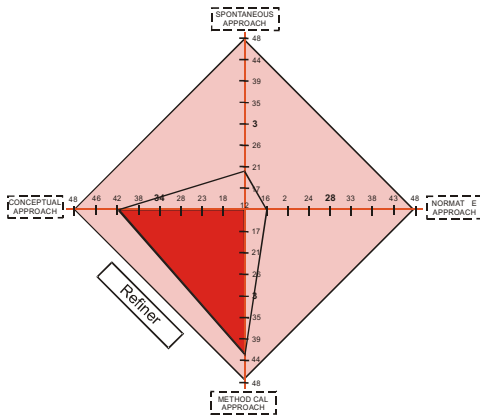
Approach: Conceptual/Methodical/Normative

DESCRIPTION: As a Refiner/Executor, you explore alternative solutions and deal with the details of the task. When presented with a task, you will consider the details of the task, and you will be able to take the details of the task into account. You will know how to use the details of the task to your advantage. Good at analyzing the details of the task, you are able to reorganize alternative solutions. You refer to the task over and over again to solve the problem. You like to see the task to the end, especially follow an orderly process, and derive a task to develop a well-thought-out solution.

CONTRIBUTION: You make sure the details of the task are thoroughly addressed in an orderly manner.

WEAKNESSES: When working alone, you may not be able to develop alternative solutions to all the details of the task, and you may have a low tolerance for the details of the task.

NOTE: You tend to solve the task and develop the details of the task.



Refiner Patter

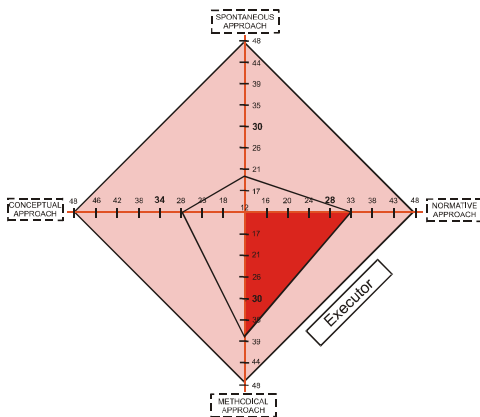
Approach : Conceptual/Methodical

DESCRIPTION: Refiner people are often underdetermined. Believing that objective matter, Refiner wants to know how endeavor are related and are oriented. They like to create order from chaos by providing a way that are related. Refiner may lay "devil's advocate" to test the soundness of a decision and try to prove it. They re-order and are comfortable being odd. They derive a total order and exercise of the debate and may lead others to examine the details of a decision, usually at a more detailed level.

CONTRIBUTION: Making sure that everyone is understood and examined to be proved and related.

WEAKNESSES: Allowed to control the order of the matter, the Refiner may lead the team toward a low-risk decision, overlooking details that may have a better result.

INSTRUCTION: Articulate the role aided by how or unique decision; review decision related to.



Executor Patter

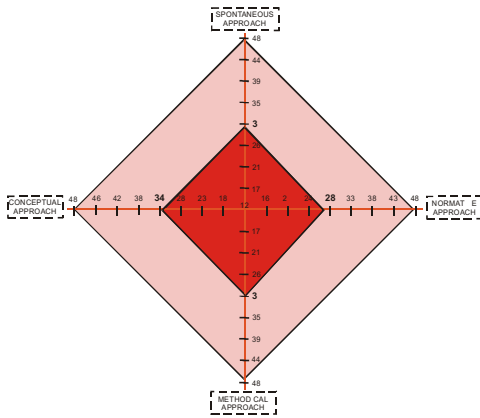
Approach : Methodical/Normative

DESCRIPTION: Executor allow you to take objective and related decision and solution. Executor often ensure the related order of the process and orderly arrangement of a high-quality output. Until the objective and related are defined, Executor may have little interest in the solution. They re-organize, a large decision over a long period of time. They pay attention to detail and seek to ensure that the follow an orderly process. The Executor comfortable being odd. The Executor tend to be autonomous try out a new approach and re-evaluate over a long period of time.

CONTRIBUTION: Support the total role before they are done and ensure the error during the related.

WEAKNESSES: Work without learning about the objective or solution, the Executor may lose the total duration of the relevant treatment.

INSTRUCTION: Focus on what they start and do to start.



Flexer Patter

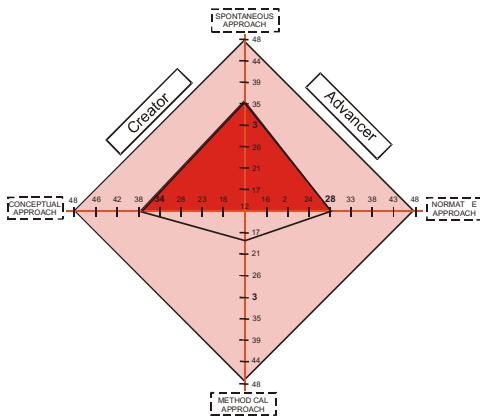
A roa : Co e tual/S o ta eou /Nor at ve/Met od al

DESCR PT ON: Flexer o tort e o rtrbut o o tea e ber a d o rtrbut e a eed to kee t e develo e t o r le e tato ro e ov t e r t dre to .U der ta d a de at z wt atlea tt ree o t e our tea role ,t e Flexer able to ove wt ea e to a variety o role a d take o t e ta k a o ated wt ea role.

CONTR BUT ON: Obe tvely vew t e a t vte o t e tea to ee w at t e ro e a d t e at tea ro rate o t o kee t ov .T e Flexer lay a orta role ov t e rou toward t obe tve , art ularly o l t o urt att reate to dvert tea e ber ro t e r oal .

WEAKNESSES: U le a well-de ed role t e tea a u ed,t e Flexer ay be ored by ot er wo are ore tro ly o tted to t e row role (e. ., reat , adva , re , exe ut).

NST NCT: Mo tor t e tea ro e a d ll a t e tea .



Creator/Advancer Patter

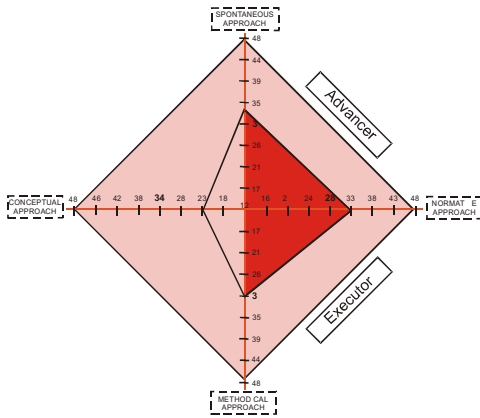
A roa : Co e tual/S o ta eou /Nor at ve

DESCR PT ON: Creator/Advancer are dea e erator wo are al o ood ro ter .T ey are ood at ex lor alter at ve a d o e t , a d t ey are ore o ortable wt a t ul la .Creator/Advancer are able to e erate dea a d develo a la ,ba ed o a t ex ere e, to u e ully ro o t e o e dea .Creator/Advancer derive a t a to ro de ty ood dea a d develo oluto a d trate e to over o e ob ta le to le e tato .T ey e oy work o ult le ta k a d lke to be volved wt t e reato a d adva e e to dea .Creator/Advancer lke to ave lue e a d re e t, a de oy ett atte to .W e everyt t la e, Creator/Advancer ay et ate t, ready ort e ext alle e.

CONTR BUT ON: Develo e to ew o e t a d dea t a t a be adva ed wt ak ow ro e or tru ture.

WEAKNESSES: T e Creator/Advancer ay be o e ru tated wt t e deta lo a orderly le e tato la ,a d ay aylttle atte to t e da er a d barrer a o ated wt le e tato .

NST NCT: Creat ew dea a d adva t e ur u to tea obe tve .



Advancer/Executor Patter

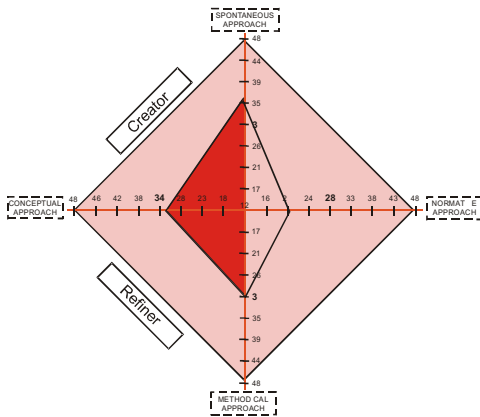
Approach: Spontaneous / Normal vs Methodical

DESCRIPTION: Advancer/Executor develops and orders a road to a goal. They are not willing to develop a plan to fully let a lot of details to be worked out before they will work quickly to achieve their objective. Look for early trends and a plan, Advancer/Executor treat their role as a whole rather than a part. Advancer/Executor prefer a plan, road to a goal rather than an orderly plan.

CONTRIBUTION: Proactive objective by taking a role to be advanced, taking care of details, and a lot of order to be followed.

WEAKNESSES: The Advancer/Executor may not allow other people to contribute to the development of a goal before they let a goal to move forward with a plan to achieve a goal.

INSTRUCTION: Advancer/Executor should develop details to be followed.



Creator/Refiner Patter

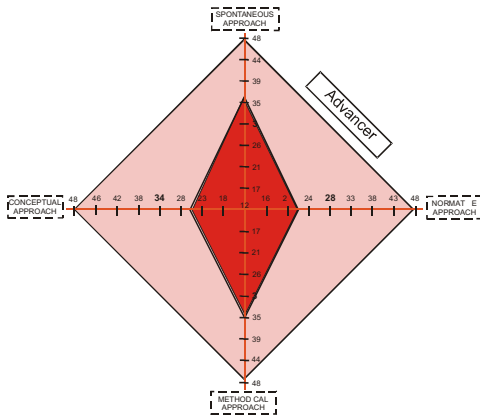
Approach: Spontaneous / Conceptual vs Methodical

DESCRIPTION: Creator/Refiner operate at a high conceptual level, they are good at developing a plan to analyze a goal. Creator/Refiner look for a goal to be achieved with a plan to be followed. They are good at reorganizing and exploring alternatives, and they are good at reorganizing a goal. They are quick to create a goal with a plan to be followed. Creator/Refiner derive a goal to be followed, they are good at developing a goal to be followed. Creator/Refiner will not let a goal to be followed.

CONTRIBUTION: Develop a goal, they are good at developing a goal, and they are good at following a goal.

WEAKNESSES: Let a goal to be followed, they are good at developing a goal, and they are good at following a goal.

INSTRUCTION: Develop a goal to be followed.



Advancer Pattern

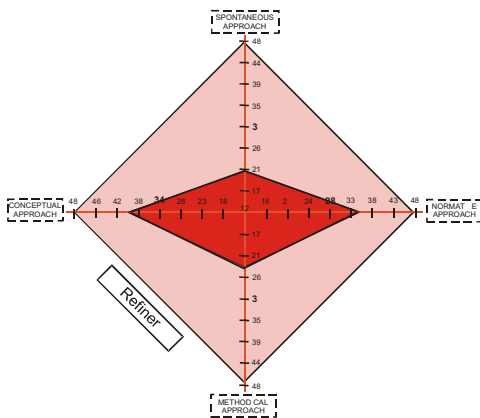
Archetype: Spontaneous/Methodical

DESCRIPTION: This type of Advancer is only a top-down role, one who is better at a top-down role. When it comes to a top-down role, they are lower, but they do not always feel obliged to follow tradition. The Advancer is a role that is able to organize and take control of the situation. They derive satisfaction from a dead-end or a dead-end, and they are not too concerned about the future. They are not too concerned about the future.

CONTRIBUTION: Generates a top-down role that is objective.

WEAKNESSES: The Advancer may not allow others to take control of the situation, and they may not be able to move forward with an orderly relationship.

INSTRUMENT: Advancer is used to develop detailed relationships.



Refiner Pattern

Archetype: Conceptual/Normative

DESCRIPTION: This type of Refiner is a role that is able to lead a team or a group. They are able to lead a team or a group, and they are able to lead a team or a group. They are able to lead a team or a group, and they are able to lead a team or a group. They are able to lead a team or a group, and they are able to lead a team or a group.

CONTRIBUTION: Generates a team that is able to lead a team or a group, and they are able to lead a team or a group.

WEAKNESSES: Refiner is a role that is able to lead a team or a group, and they are able to lead a team or a group. They are able to lead a team or a group, and they are able to lead a team or a group.

INSTRUMENT: Generates a team that is able to lead a team or a group, and they are able to lead a team or a group.

Attachment A

Tea-Team Role-Play



The purpose of the Tea-Team Role-Play is to help you understand what a role you naturally use when working with other team members. You will be assigned a role, and you will act out that role. The following Attachment A provides you with a list of team roles and a role used by the members of your team, so that you can identify the tasks and duties that are associated with that role. You will be asked to complete your team objectives.

Team Member Name	Tea-Team Role-Play Pattern	Selected Task	Assigned Barrier
Sel			

After order, take the barrier you identified above, list the role you used to overcome the barrier.

1. _____
2. _____
3. _____