



PERSONALITY / TEAM TESTS

Objective

Your personality type will affect all aspects of your life. Finding out your type and knowing more about how it can help you in increasing your communication and collaboration, improving your personal effectiveness, planning your future, helping you achieve an identity, gives you feedback that confirms your view of yourself and help getting to know yourself better.

We provide the following personality/team tests:

- Myers–Briggs Type Indicator (MBTI)
- DiSC
- INSIGHTS
- SOCIAL STYLES
- Belbin Team roles
- Personal Culture Profiler (Based on the Model of Freedom)
- Corporate Culture Scan (Based on the Model of Freedom)

Most of these tests can be done individually or in combination with team-building, team-coaching, individual coaching or a specific training programme.

Summary of personality/team tests

Myers–Briggs Type Indicator (MBTI)

The MBTI is an introspective self-report questionnaire designed to indicate psychological preferences in how people perceive the world and make decisions. There are two different forms of the MBTI assessment to address different needs, each generate 16 different types of preferred behaviour.

- MBTI Step I (Form M): Identifies an individual's 4-letter personality type (made up of four basic preferences) and provides a common language for how we interact with the world and each other. The insights gained provide a framework for tackling a broad range of issues that can be applied in both professional and personal situations.
- MBTI Step II (Form Q): Delves beyond the 4-letter type framework proposed by Step I and uncovers the many different facets of type that make each individual unique. These deeply personalized insights are perfect for coaching, action planning and building cohesive teams.

DiSC

DiSC is a personal online assessment tool used to improve work productivity, teamwork and communication. DiSC helps people discuss their behavioural differences. People rate a phrase instead of a single word. The meaning of the letters are:

- **Dominance:** Person places emphasis on accomplishing results, bottom line, and confidence
- **Influence:** Person places emphasis on influencing or persuading others, openness, relationships
- **Steadiness:** Person places emphasis on cooperation, sincerity, dependability
- **Conscientiousness:** Person places emphasis on quality and accuracy and expertise



Insights

Insights Discovery uses a simple and accessible four colour model to understand an individual's unique preferences. These preferences are based on responses to an online evaluator. One of the outputs is a 20 page personality profile, which identifies strengths and areas for development. The four colours are: Fiery Red, Sunshine Yellow, Earth Green and Cool Blue.

Social Styles

Social Styles is a paper profiler which analysis four unique behavioural patterns recognized in the SOCIAL STYLE Model:

- **Analytical Style:** people control their emotions but tend to ask questions rather than give orders. They are focused on accuracy, and they act deliberately to achieve that end. Others see them as slow-paced and detail-oriented.
- **Amiable Style:** people show their emotions openly and prefer to ask questions rather than give orders. Relationships, feelings and personal security are important to Amiable Style people. Others see them as friendly and warm.
- **Expressive Style:** people show their emotions and speak assertively. They enjoy sharing their ideas and perspectives openly with others. Others see them as creative, but unfocused.
- **Driving Style:** people control their emotions and speak assertively. They prefer to control a situation and are focused on big-picture results. They are often seen by others as highly efficient and not concerned about relationships or feelings.

Belbin team roles

Belbin have identified nine different behaviour types that individuals display in the work place, they call these the nine Team Roles. Typically, most people have two or three Team Roles that they are most comfortable with and prefer; a few others that they can manage to cover if they need to; and finally the rest that they prefer not to adopt at all.

Action Oriented Roles

1. **Shaper (SH):** challenge the team to improve
2. **Implementer (IMP):** get things done
3. **Completer-Finisher (CF):** see that projects are completed thoroughly

People Oriented Roles

4. **Coordinator (CO):** take on the traditional team-leader role
5. **Team Worker (TW):** provide support and make sure that people within the team are working together effectively
6. **Resource Investigator (RI):** are innovative and curious

Thought Oriented Roles

7. **Plant (PL):** the creative innovator who comes up with new ideas and approaches
8. **Monitor-Evaluator (ME):** analyse and evaluating other people ideas
9. **Specialist (SP):** have specialized knowledge that is needed to get the job done

Personal Cultural Profiler (PCP)

The PCP assesses personally preferred behaviour in a management environment. The PCP is an online questionnaire with 40 items, targeting four dimensions:

- **Action orientation:** Just do it! I don't care how you do it, keep it simple and be decisive. Be a winner, be positive, get people buy in and make things visible.
- **Process orientation:** Always be well prepared, have intelligent arguments on hand, hierarchy is important and should be respected, life is a complex process, an art.



- **Task orientation:** People work together because they have a common task. Be direct and content driven, you are personally accountable.
- **Role orientation:** Everybody has a role and obligations, a task is accomplished through team effort. We share responsibility and focus on relations.

The results indicates the strengths and weaknesses of an individual in a specific cultural setting (organisational or national).

Corporate Culture Scan (CCS)

Organisational culture determines the preferred styles when communicating, meeting, decision making, leading and cooperating. Department, unit and team cultures are strongly influenced by the organisational culture, but may have distinct features, depending on their function in the organisation. The online CCS consisting of 40 questions maps both the overall picture and the sub-cultures.