



## Team Report

Multiple people

RESULTS  
FEEDBACK  
ACTION



PROVIDED BY

**Job Match Assessment, Inc**

Serving North America since 2002

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*"We help leaders develop engaged employees, not just clock-punchers, with tools to understand each person and coach teams so you can avoid mistakes and get inspiring results."*



# INTRODUCTION

This report will provide you with valuable information about how you and members of your team can work together to achieve team-oriented objectives and overall organizational goals. Most importantly, it is intended to provide you with a deeper understanding of one another so you can work together more effectively.

## What's in this report?

RESULTS	FEEDBACK	ACTION
Each team member's assessment results placed together on nine behavioral scales	Feedback for each scale based on your and the team's responses	Team averages and personalized tips

## What does the assessment measure?

This report includes scales for nine behavioral traits measured by the assessment.

### BEHAVIORAL TRAITS

- Behavioral Traits are commonly observed actions that help define who you are.
- Each scale is defined by two opposing, but equally valuable, end points.
- One side of the continuum is not better than the other.

## How will this report help me?

- This report is designed to give you a deeper understanding of your team by allowing you to easily see how each person behaviorally compares to you and to one another.
- An increased understanding of how you and your teammates differ in behavioral tendencies has the potential to help you in daily interactions and conflict resolution.
- You may use this report to identify potential conflicts or difficulties so you can act before they develop into real problems.

# RESULTS SUMMARY

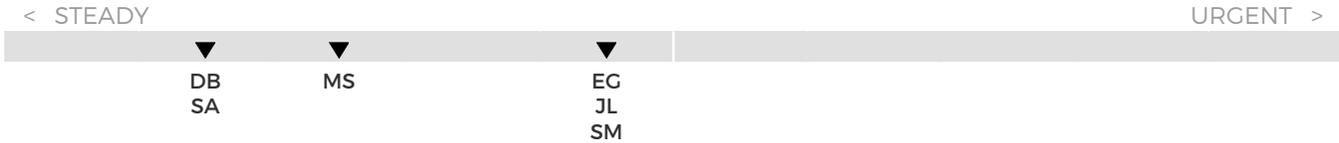
## David with JobMatch Assessment

Your team's results for the assessment are depicted on the **nine behavioral scales** below. The numbers indicate how many people from your team fall on that point of the continuum, and your placement is labeled with "you" (you are included in the number). The subsequent pages will provide further explanation along with team member initials for each score.



# PACE

Pace Overall rate of task completion



See the appendix for full names and corresponding initials.

## What does Pace look like for this team?

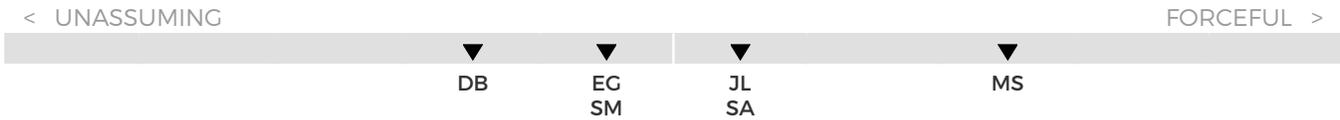
When it comes to pace, some people are very patient and good with routine while others tend to be more fast-moving and comfortable with tight deadlines. This team appears to prefer to work at a steady pace. Like you, the members of your team tend to appreciate an environment that fosters steadiness over speed and may excel at working methodically. However, your team probably doesn't like feeling pressured and may experience some discomfort or stress in situations that call for more urgency.

### Points to consider

- You and your team prefer to work steadily and productively, but may be able to act with more urgency when necessary.
- Like your teammates, you may benefit from clearly defined yet forgiving timelines for projects or task completion.
- When workloads reach extremes or deadlines are very tight, the stress level of this team may increase.

# ASSERTIVENESS

**Assertiveness** Expression of opinions and need for control



See the appendix for full names and corresponding initials.

## What does Assertiveness look like for this team?

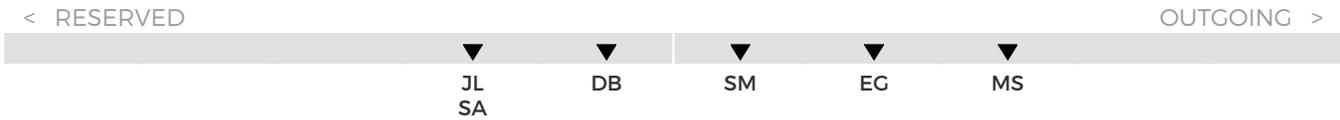
When it comes to assertiveness, some people are very diplomatic with little need for control while others tend to be more competitive and eager to take charge. This team appears to be split between those who tend to be unassuming and those who are more forceful. The forceful members of the team are willing to take charge when needed, which is likely welcomed by the unassuming team members. However, the opinions and ideas of the unassuming team members may be drowned out by those members who more naturally and forcefully assert themselves.

### Points to consider

- Like you, some of your teammates may prefer for others to make decisions and to lead the course of events.
- Since you and your unassuming colleagues have a limited need to be in charge, you may defer to the opinions of the forceful members of your team.
- To ensure that the forceful team members don't overpower the rest of the team, clear boundaries should be established.

# SOCIABILITY

**Sociability** Desire for interaction with others



See the appendix for full names and corresponding initials.

## What does Sociability look like for this team?

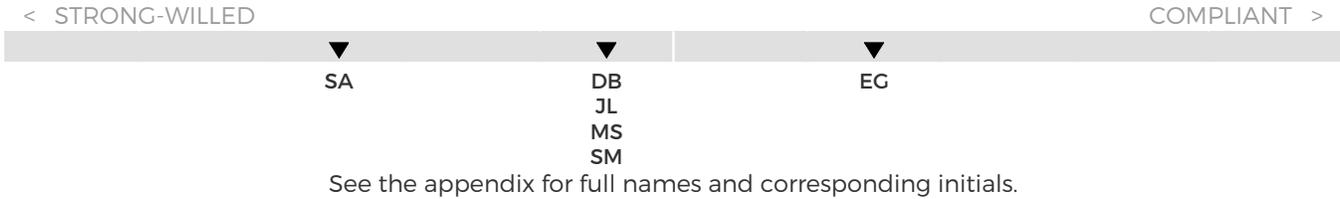
When it comes to sociability, some people are more introverted and like to keep to themselves while others tend to be more extraverted and people-oriented. Your team appears to be split between those who tend to be reserved and those who are more outgoing. This could be a healthy mix as long as people's roles are conducive to their preferences. However, this dynamic could also cause problems if there is a push and pull for working in isolation versus face-to-face collaboration.

### Points to consider

- Like you, some of your teammates tend to be fairly reserved and private.
- You can probably work effectively in isolation.
- There are some members of the team who prefer more socializing, so keep the lines of communication open and agree to work collaboratively when it could lead to better outcomes.

# CONFORMITY

## Conformity Attitude on policies and supervision



## What does Conformity look like for this team?

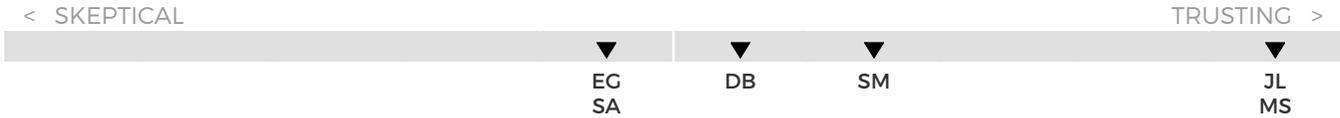
When it comes to conformity, some people are more willing to question the status quo while others tend to prefer to work within the rules. Most members of your team appear to be strong-willed, yet there are some who may be more compliant. The majority of the team will frequently cast doubt on policies and procedures, while the more compliant ones generally accept them. The strong-willed members may think the compliant should employ more scrutiny, while the compliant members may think the strong-willed are stubborn and uncooperative.

### Points to consider

- Like you, the majority of your team has a cautious attitude regarding those in authority.
- You and many of your teammates are generally comfortable working under minimal supervision and external control.
- You may become frustrated with members of your team who seem unquestionably compliant with rules.

# OUTLOOK

Outlook Anticipation of outcomes and motives



See the appendix for full names and corresponding initials.

## What does Outlook look like for this team?

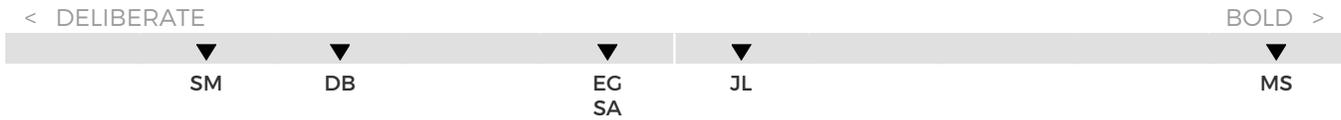
When it comes to outlook, some people are cautious and look for evidence while others tend to be optimistic and accepting. Most members of your team appear to be trusting, yet there are some who tend to be more skeptical. While the majority of your team is willing to accept things at face value, there are some who tend to be questioning in an effort to uncover problems. The skeptical members of the team may think the trusting people aren't critical enough, while the trusting members may think the skeptical people are too pessimistic.

### Points to consider

- Like you, the majority of your team tends to assume the best and accept ideas and people at face value.
- Because you and many of your teammates are so receptive and trusting, you're probably comfortable sharing ideas with one another.
- While you and many of your teammates may be quick to see the benefits of one another's ideas, listen carefully to your more skeptical colleagues for their more critical perspective.

# DECISIVENESS

**Decisiveness** Use of speed and caution to make decisions



See the appendix for full names and corresponding initials.

## What does Decisiveness look like for this team?

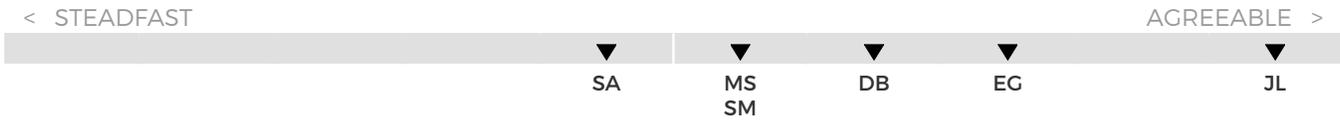
When it comes to decisiveness, some people are methodical and like to analyze their options while others tend to decide quickly and accept the risk of making the wrong decision. Most members of your team appear to be deliberate in making most decisions, yet there are some who may be more bold. The majority of the team carefully considers information before making decisions, but may have trouble when an urgent response is required. The bold portion of the team, however, will almost always decide quickly, but they may not take advantage of available time to more carefully consider all the options.

### Points to consider

- Like you, the majority of your team may be unwilling to accept much risk in its decisions.
- You and many of your teammates are usually cautious and methodical in your decision-making process.
- Because you think carefully about possible solutions when making critical decisions, you may appear indecisive to your bold colleagues.

# ACCOMMODATION

**Accommodation** Inclination to tend to others' needs and ideas



See the appendix for full names and corresponding initials.

## What does Accommodation look like for this team?

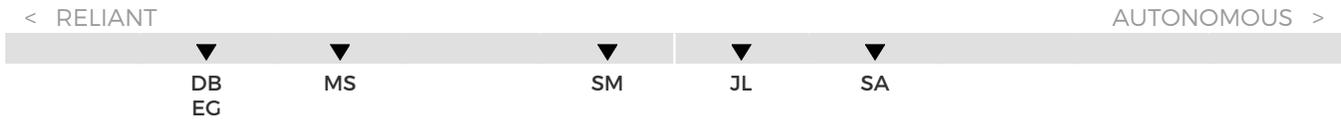
When it comes to accommodation, some people are willing to express disagreement while others tend to be harmonious and amenable. Most members of your team appear to be agreeable, yet there are some who tend to be more steadfast. The majority of the team is generally cooperative, but they may hold back valuable ideas that go against the group consensus. On the other hand, the steadfast part of the team will voice their opinions, but because they stand by their positions, they may have trouble reaching compromises.

### Points to consider

- Like you, the majority of your team may downplay their ideas to let others have their way.
- You and many of your teammates tend to be agreeable and cooperative, and you're likely quite comfortable working with one another.
- Unlike the steadfast members of your team, you may struggle with taking opposing views, even if it would lead to a better end result.

# INDEPENDENCE

Independence Level of preference for instruction and guidance



See the appendix for full names and corresponding initials.

## What does Independence look like for this team?

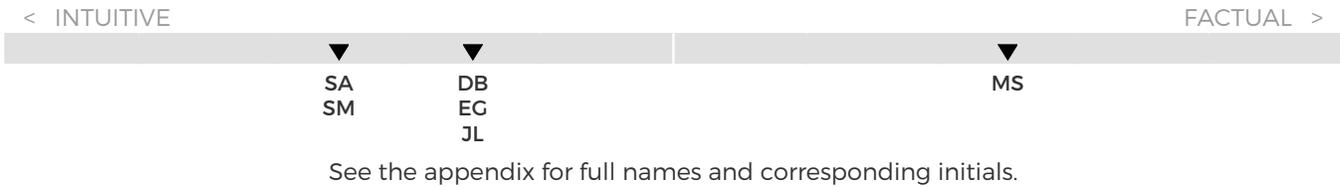
When it comes to independence, some people seek support and guidance while others may prefer to set their own direction. Most members of your team appear to be reliant on a high degree of instruction, yet there are some who may be more independent. The majority of your team recognizes the need for guidance, but may have some difficulty developing plans on their own. On the other hand, those who are more self-sufficient may take liberties when it's not appropriate to do so.

### Points to consider

- Like you, the majority of your team thinks that job responsibilities should be defined so that everybody knows just what is expected.
- You and most of your teammates probably appreciate regular feedback on your work.
- At times, you and your team may have difficulty with tasks that require you to work too independently.

# JUDGMENT

**Judgment** Basis for forming opinions and making decisions



## What does Judgment look like for this team?

When it comes to judgment, some people tend to follow their instincts and gut feelings while others may prefer to rely on logic and objectivity. Most members of your team appear to be intuitive, yet there are some who may be more factual. The majority of team members use subjectivity and feelings to make decisions, but they may overlook important facts and data. On the other hand, those who are more factual make decisions using logic and evidence, but they may neglect the importance of feelings and extenuating circumstances.

### Points to consider

- Like you, the majority of your team typically feels confident making decisions without analyzing all the facts of the matter that may be available.
- You and your intuitive teammates probably rely on intuition and experience to reach conclusions.
- Unlike your factual colleagues, you may make decisions without always considering objective information and hard data.

# SUMMARY & ACTION

This report was designed to provide you with a better understanding of how the characteristics of your team members fit with one another. Perhaps more importantly, you can see how work-related behaviors of team members fit with your own. When everyone's needs are taken into account, the team will likely be able to perform to its fullest potential.

Below are the team averages for each behavior.  
Based on these averages, there is a corresponding tip for action.

## SCALES

## TEAM AVERAGES

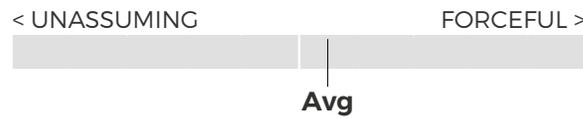
## TIPS

### Pace



Plan team timelines so workflow moves at a steady, moderate pace.

### Assertiveness



Take turns leading discussions so everyone has a chance to assert some control.

### Sociability



Develop a mix of independent and small group projects.

### Conformity



Make sure everyone is in agreement about policies that need to be followed.

### Outlook



Make sure everyone voices objections or doubts to new ideas.

### Decisiveness



As a team, agree to set timelines for making decisions.

### Accommodation



Encourage one another to stand firm when disagreeing with the group.

### Independence



Dedicate time to give support and answer one another's questions.

### Judgment



Talk through decisions to make sure you're considering all the facts.