



# Team Profile Example

Company Y

28/09/18

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AEC DISC Team Profile

## Table of contents

Talents for the company.....	3
Team areas for improvement.....	4
Indicators.....	5
The Colours of the Team members.....	7
The Average of the Team Colours.....	10
Comparison Natural - Adapted Styles.....	11
Team Positions on the Wheel.....	12
The Values.....	14
The Average of the Team Values.....	15
Standard deviations.....	16

## *Talents for the company*

This section defines the talents collectively brought to the company by the team. This profile is a collective profile among thousands different profiles. It takes into consideration different parts of this team members which sometimes may be opposite.

***Please check that they are rightly used them or you can ask, together with the other team members, how they could better be used.***

- ☆ Is a team player
- ☆ Likes social interaction
- ☆ Is out of the ordinary
- ☆ Looks at the bright side with a dose of spontaneity
- ☆ Is open-minded
- ☆ Is cooperative, for the most part
- ☆ Encourages consensus
- ☆ Has a reliable component
- ☆ Has persistence, patience and perseverance
- ☆ Is respectful towards others
- ☆ Has the ability to step back and see things objectively
- ☆ Knows how to be well organized
- ☆ Is able to diplomatically comply when necessary

## Team areas for improvement

You will find below some suggestions, in a descending order, on how the team can improve itself in a collective way.

*Here again, this profile is a collective profile among thousands different profiles. It takes into account different parts of this team members which can sometimes be in opposition. These are more or less still present according to the personal development these members have already done concerning themselves.*

### The Team may tend :

- To be too optimistic about the potential results of his projects
- To trust too easily
- Not to be always attentive to details
- To be sometimes late for his meetings
- To seek to avoid any antagonistic atmosphere
- To hesitate to act on new problems
- To be on the defensive when there's a risk
- To do things as they have always been done
- To give in, in order to avoid controversy
- Not to act without instructions
- To want detailed explanations before making any changes to make sure that he understands
- To worry more than is necessary
- To let others decide

## Indicators

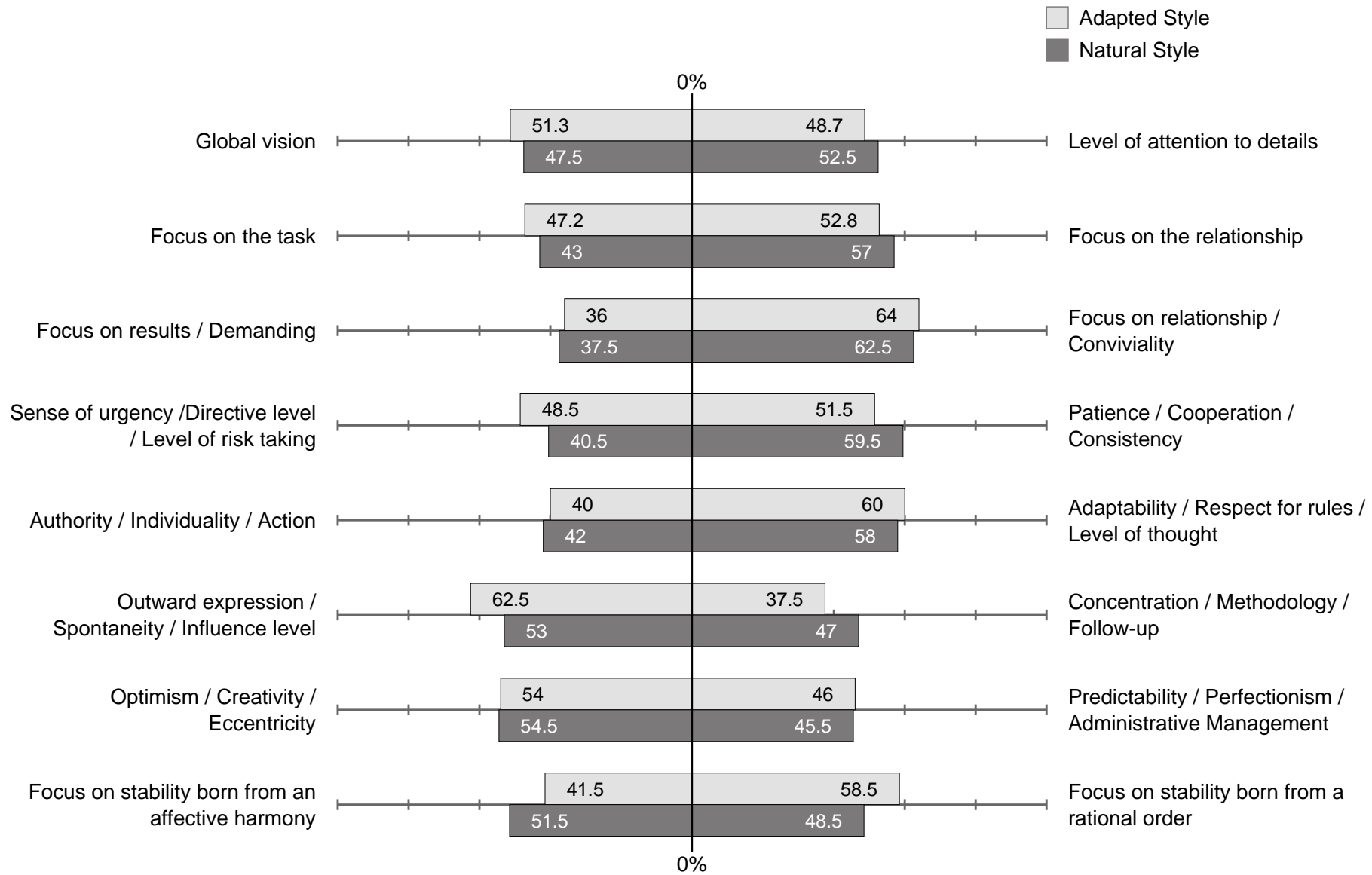
*This page is designed to summarize and simplify this job profile into 16 Indicators, compared 2 by 2, which don't measure the intensity of the Colours, as it is the case with the graphs, but the ratio existing between them.*

These Indicators are represented as percentages of ratios from 0 to 100 on two graduated scales corresponding to the Natural and Adapted Styles of the Team. These are :

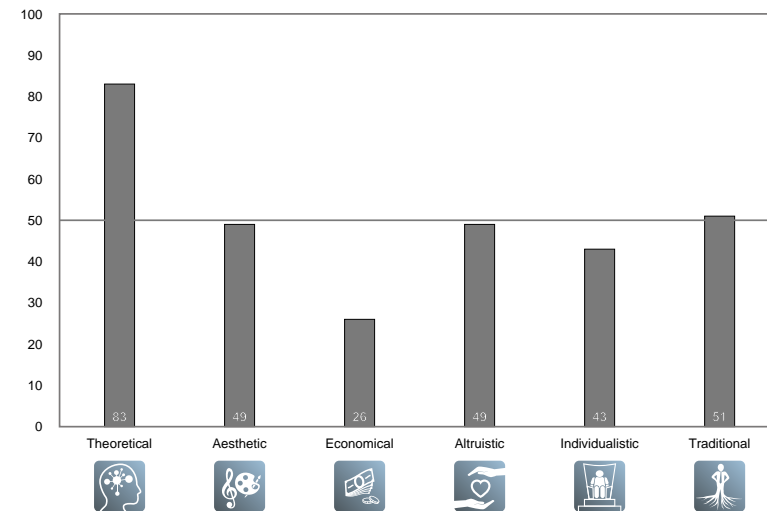
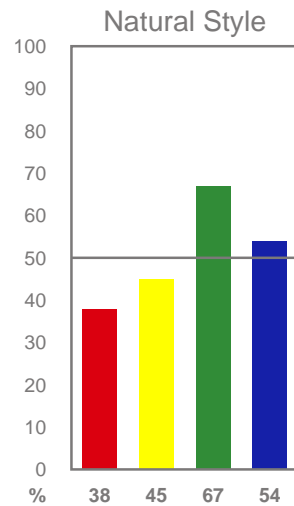
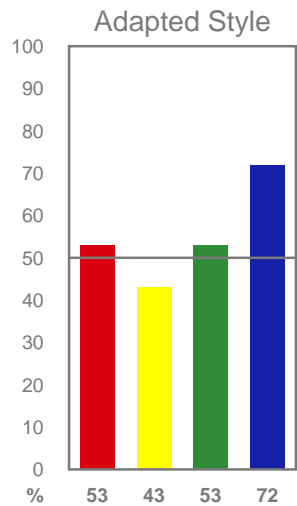
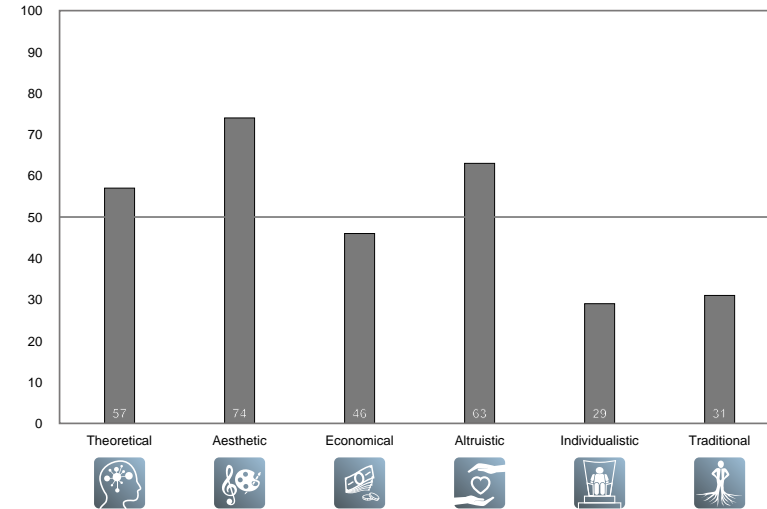
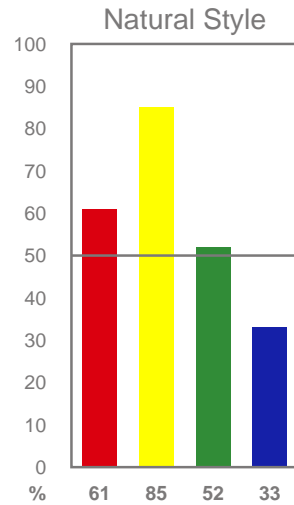
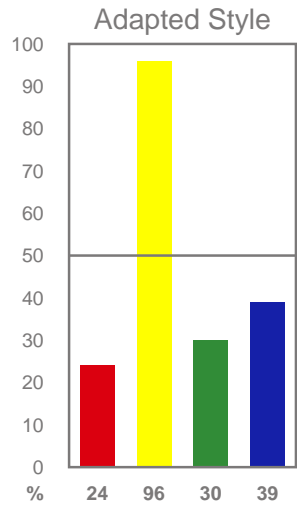
- Global vision
- Level of attention to details
- Focus on the task
- Focus on the relationship
- Focus on results/Demanding
- Focus on relationship/Conviviality
- Sense of urgency/Directive level/Level of risk taking
- Patience/Cooperation/Consistency
- Authority/Individuality/Action
- Adaptability/Respect for rules/Level of thought
- Outward expression/Spontaneity/Influence level
- Concentration/Methodology/Follow-up
- Optimism/Creativity/Eccentricity
- Predictability/Perfectionism/Administrative Management
- Focus on stability born from an affective harmony
- Focus on stability born from a rational order

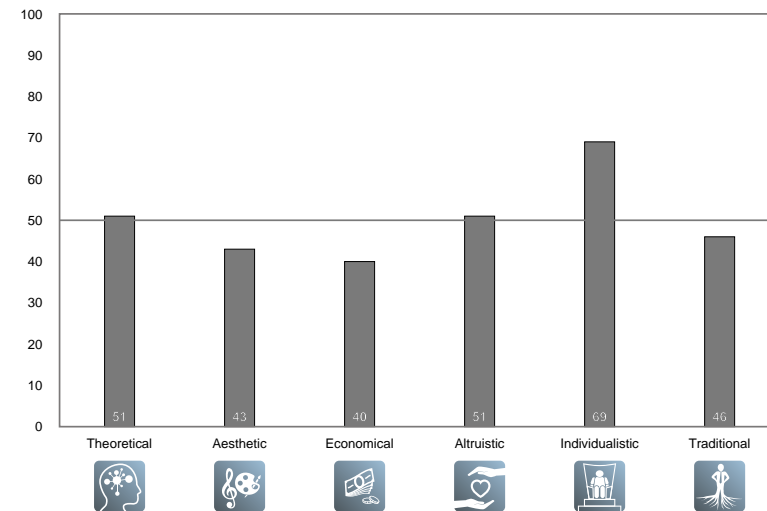
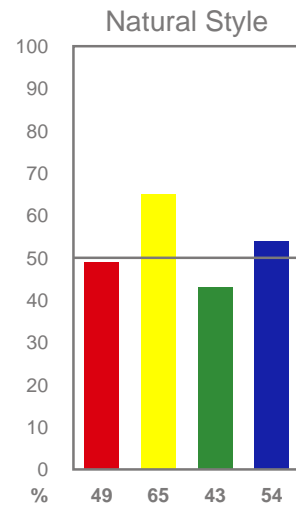
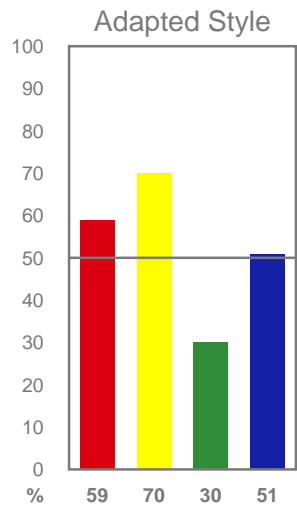
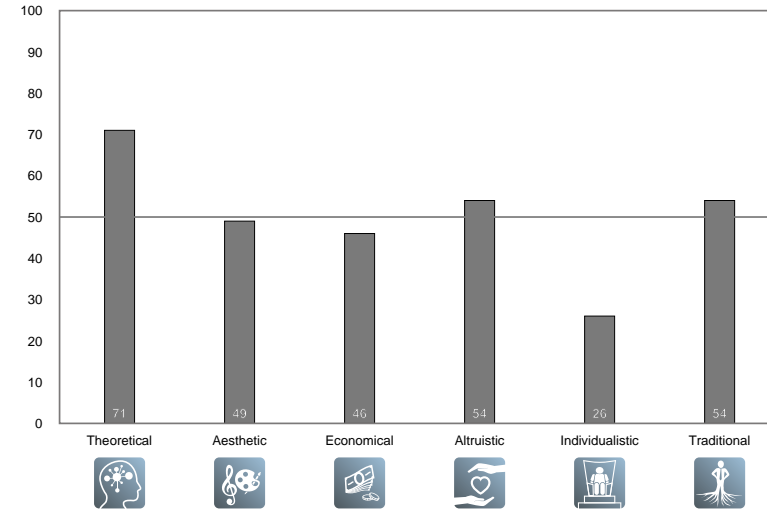
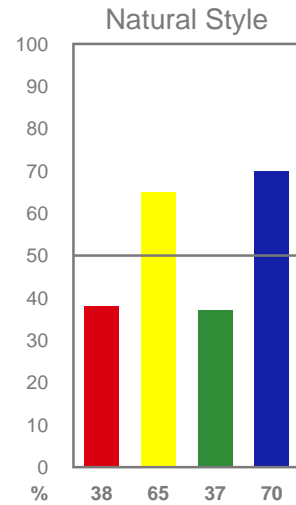
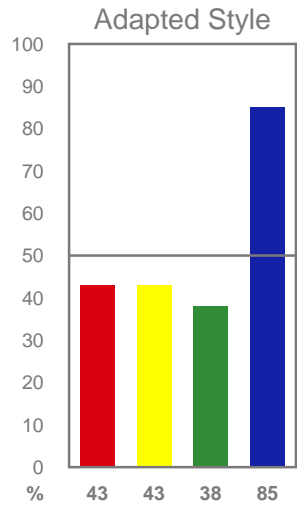
***So you can quickly view the strengths and the weaknesses - in compensation - of the Team.***

Here again, there are no good or bad Indicators, just a visual and quantifiable representation of the dynamics existing between each one of the two poles concerning the Natural and Adapted Styles of the Team.

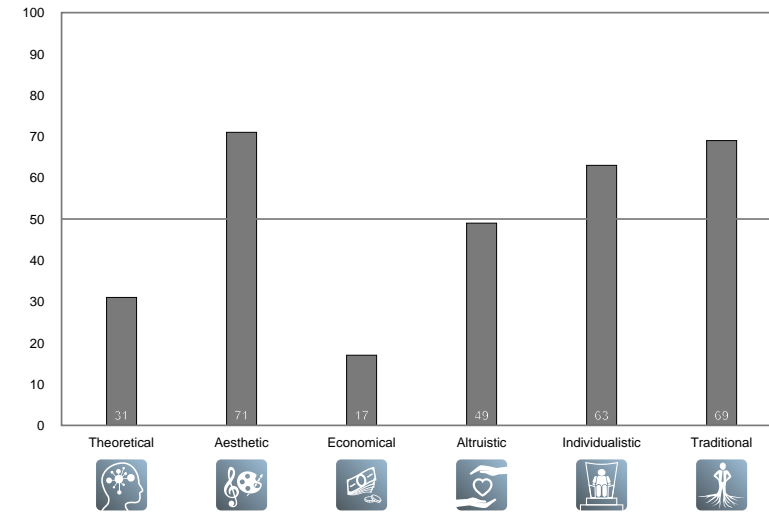
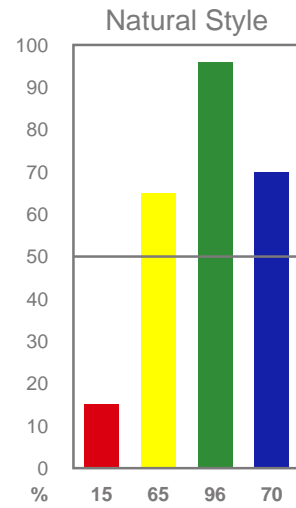
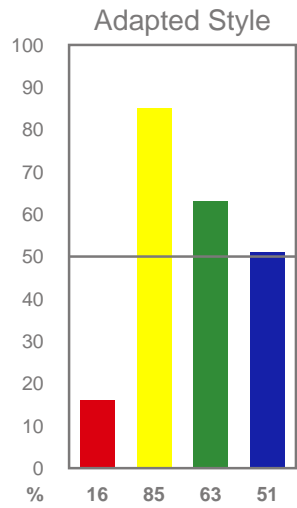


Indicators

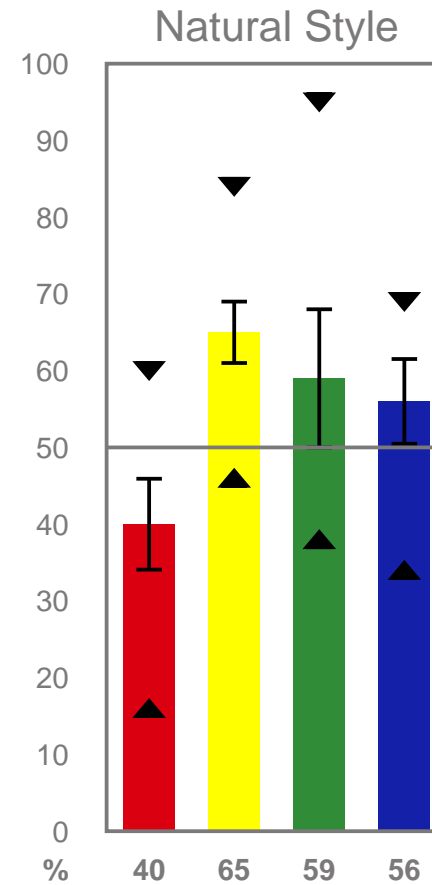
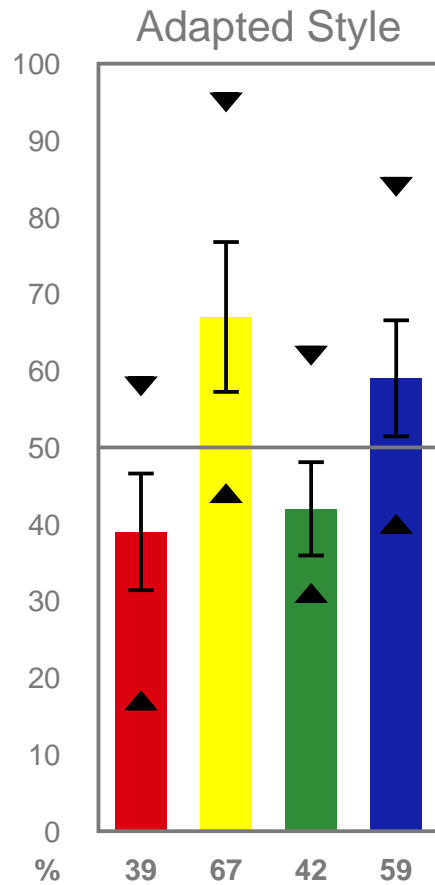








# The Colours of the Team members

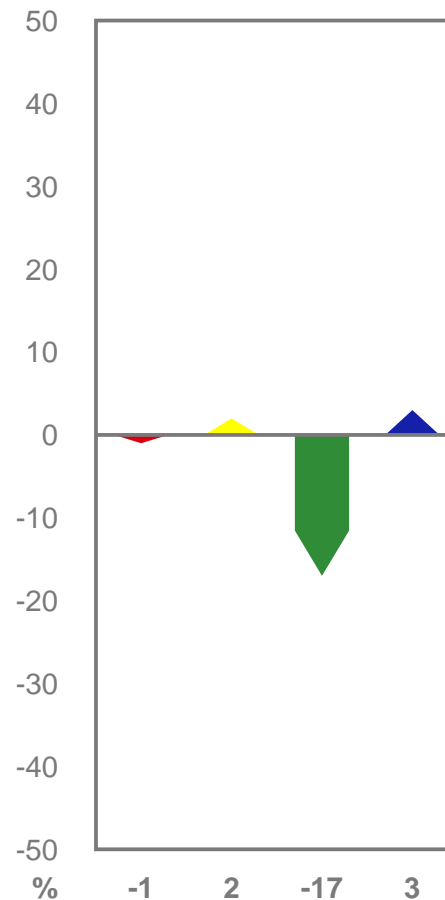


▼ : Max  
 I : Average  
 ▲ : Deviation

## Comparison between the Natural Style and the Adapted Style of the Team

This section gives you the opportunity to discover, analyze and understand the differences that may exist between the Natural Style of the Team, which describes the average of the Natural Styles of its members corresponding to who they are, and the Adapted Style of the Team, which describes the average of the Adapted Styles of its members corresponding to how they may appear in this Team.

***It helps to become aware of the differences between these two styles and of the tensions that may arise in this gap.***



### General meaning of the Colors that increase (unlike those that decrease)

**Red** : more demanding with oneself and others, result oriented, aggressive and interventionist

**Yellow** : more expansive, friendly, relational and spontaneous

**Green** : more cooperative, orderly, focused, consistent, stable, coherent, nuanced and patient

**Blue** : more focused on the rules and procedures, perfectionist, precise, providing and thoughtful

### General meaning of the Colors that decrease (unlike those that increase)

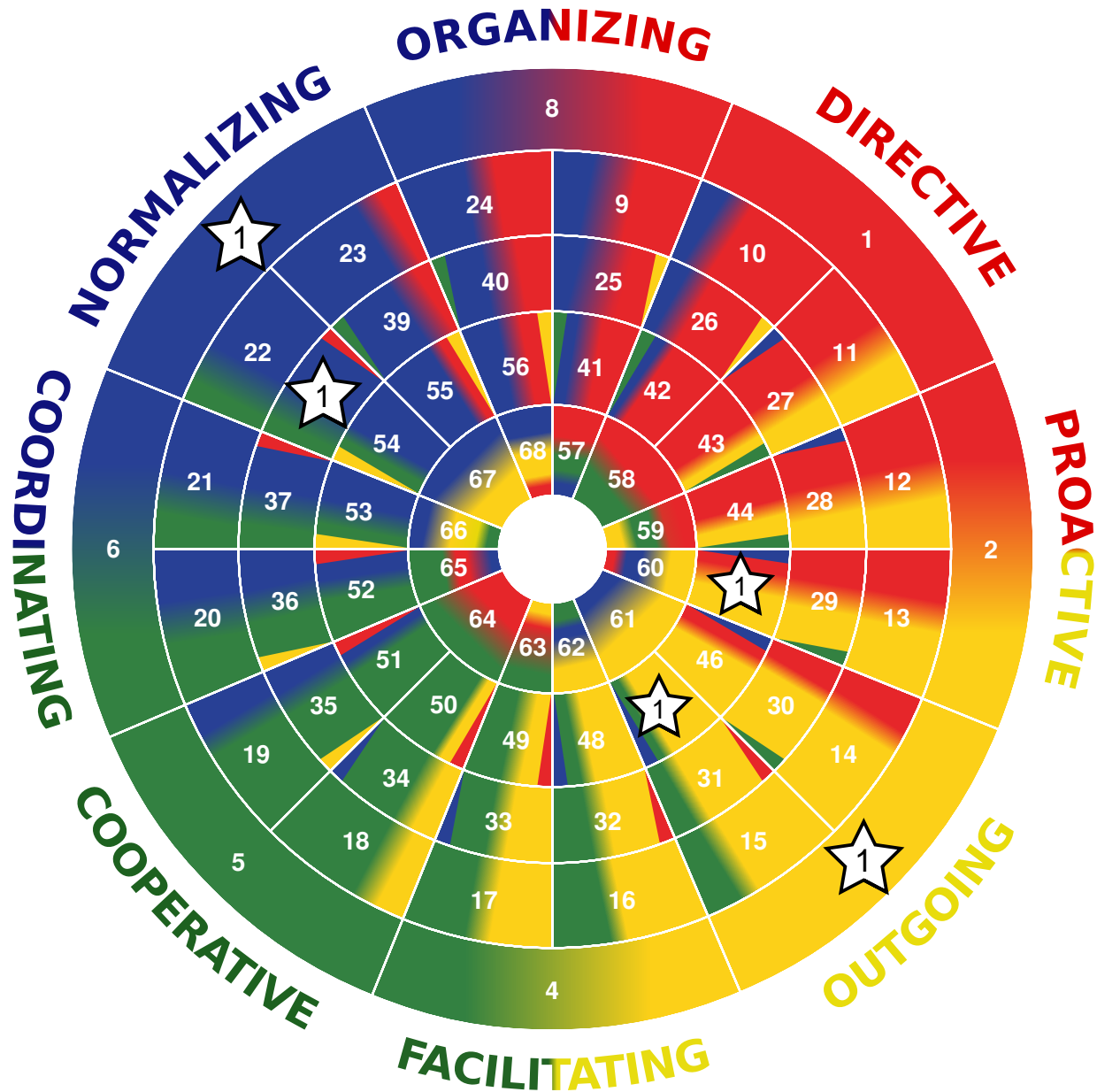
**Red** : more accommodating, attentive and peaceful

**Yellow** : more incisive, factual, logical, solitary, reserved and controlled

**Green** : more effervescent, fast and multi-tasking

**Blue** : more fearless, innovative and independent

☆ Adapted Style



Team Positions on the Wheel

○ Natural Style



Team Positions on the Wheel

## The Values

*The Values are not observable. They inform us of our deep Motivations. They trigger the "Why" in how we act in a certain way rather than another way expressed by behaviour. This one is about "How" we really act in a certain way. They qualify the Colours linked with behaviour and give you a wider and global view of the Team Profile.*

The **Theoretical** Motivation concerns the search, understanding and systematization of objective truth with intellectual knowledge.

The **Aesthetic** Motivation gives priority to subjective feeling at the expense of objective rationality. It concerns the capacity to feel the outer and/or inner beauty, literally specified as being the contrary of anaesthesia.

The **Economical** Motivation concerns the search for usefulness, profitability and return on investment.

The **Altruistic** Motivation concerns the selfless action in order to help others.

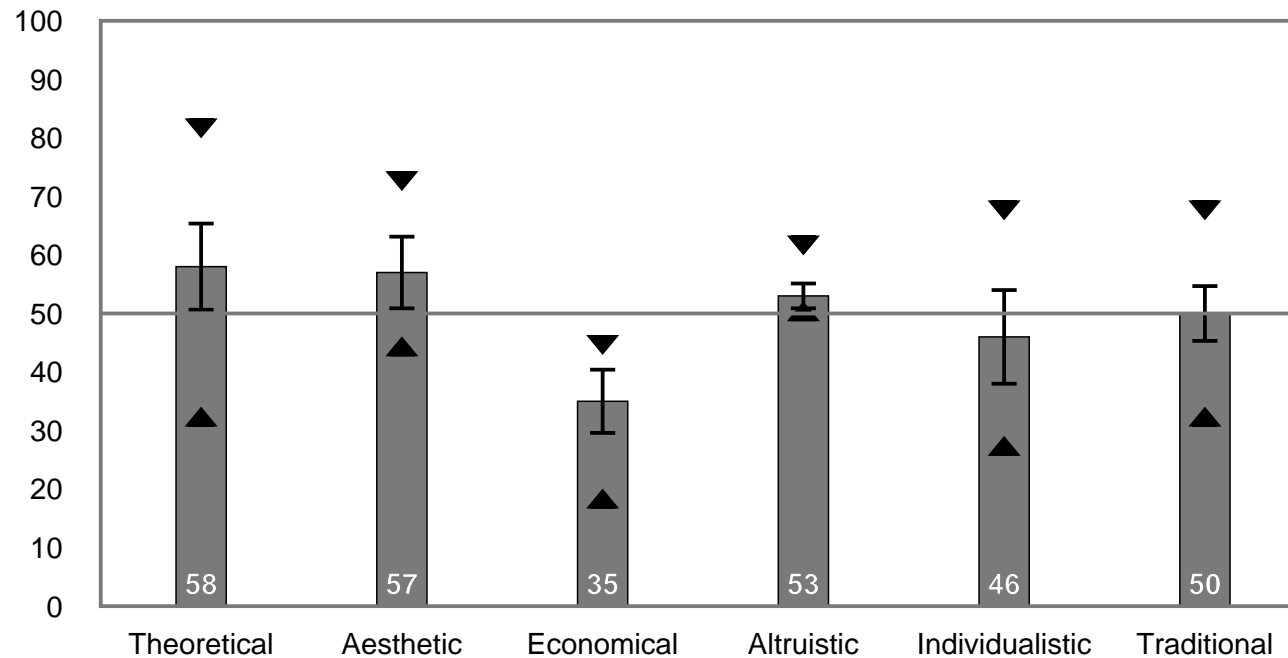
The **Individualistic** Motivation concerns the search for power and for control of one's own life.

The **Traditional** Motivation concerns all persons having a strong system of beliefs, values and universal principles above them. It situates the individual in a framework tested by time and which is beyond him.

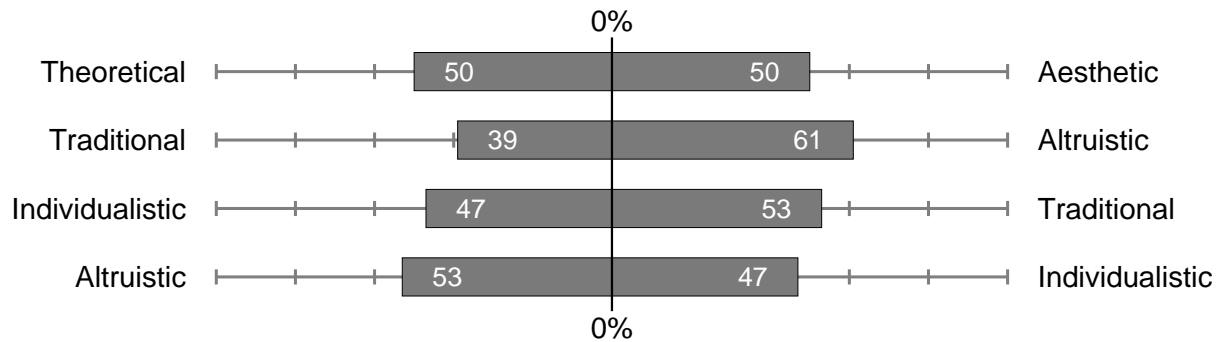
They correspond to universal Values found in philosophy: Truth, Beauty, Usefulness, Love, Power and Unity. These deep Motivations can be opposed and analysed two by two: Theoretical – Aesthetic, Economical– Altruistic, Individualistic – Traditional. You will find on the following page these six Values developed by **Eduard Spranger** with, in which concerns your Team, the Average of their degree of intensity for each one taken apart as well as the representation, in the form of indicators, of these three pairs of values.

**In the same way there are not good and bad Colours, there are not good and bad Motivations. Money is needed to help people and to keep the meaning of the economic reality. Aestheticism needs a rational counterbalance which gives it a structure and Individualism is necessary to be able to enter the service of principles and organizations that are beyond itself. Each Motivation has its strengths and its weaknesses.**

The Average of the Team Values



▼ : Max  
 I : Average  
 ▲ : Deviation



## Standard deviations

They mention, for each one of the four Colours, in the Natural and Adapted Styles, as well as for the six Values, the minimum score, the maximum score and the average deviation with the Team Average.

This deviation is calculated in percentages and goes from 0 to 50. For each one of the four Colours and of the six Values, the more this percentage is weak, the more the Team is homogeneous, the more this percentage gets nearer 50, the more the Team is heterogeneous.

**0 - 5 : Very weak deviation**

**5 - 10 : Weak deviation**

**10 - 15 : Relative homogeneity**

**15 - 20 : Relative heterogeneity**

**20 - 25 : Strong deviation**

**25 - 50 : Very strong deviation**

### Adapted Style

	Deviation	Max	Average	Average
Red	16	59	39	15.2
Yellow	43	96	67	19.52
Green	30	63	42	12.16
Blue	39	85	59	15.12

### Natural Style

Red	15	61	40	11.84
Yellow	45	85	65	8
Green	37	96	59	18
Blue	33	70	56	11.04

### The Values

Theoretical	31	83	58	14.72
Aesthetic	43	74	57	12.24
Economical	17	46	35	10.8
Altruistic	49	63	53	4.24
Individualistic	26	69	46	16
Traditional	31	69	50	9.36