

Insights Reference Guide

Team Dimensions Profile

The *Team Dimensions Profile* helps individuals learn to work from their strengths by identifying their most natural team role, while giving them added appreciation for the contributions of others. As a result, team innovation and productivity increase as conflict and project-cycle time decrease.

Personal Insights	Individual Insights	<p>Personal Insight into Work Preferences: Help people understand their preferences for work activities and job tasks.</p> <ul style="list-style-type: none">• Understand the nature and value of your contribution• Understand the strengths that you bring to a project and how to best capitalize on these strengths• Understand the sources of your frustrations at work, if you are consistently required to take on roles that don't fit your preferences• Comprehend what motivates you in your work and find ways to maximize this motivation• Understand the danger of not realizing your limitations
		<p>Understanding of Diversity in Work Roles: Help people understand how others view the group process and their roles.</p> <ul style="list-style-type: none">• Understand that others may have different motivations, priorities, and instincts that compete with your own• Understand the roots of your frustrations with others• Realize that diversity does not equal adversity
Task Insights	Group Insights	<p>Valuing All Work Roles: Help people accept, welcome, and encourage the entire spectrum of work roles.</p> <ul style="list-style-type: none">• Understand that although people need to adjust at times, their preferences are not necessarily bad• Develop a model and language through which you can more systematically, cooperatively, and efficiently work with others• Create a safe forum to discuss differences• Create a culture of acceptance around diverse work roles• Give team members the courage to step out and do what they do best• Realize when it is appropriate to let others do what they do best
		<p>Knowledge About Project Development: Help people understand the process through which a team or organization creates, develops, and realizes an idea or project.</p> <ul style="list-style-type: none">• Identify the tasks that need to be completed at each stage of project development• Share a common understanding about the process to ensure less wasted time• Understand how unnecessary or mistimed digressions can be stopped or addressed later
		<p>Ability to Create Balance in Work Tasks: Help individuals within groups understand that they will have to fill different work roles as a project progresses.</p> <ul style="list-style-type: none">• Understand that you will have to shift your thinking and behaviors from time to time• Realize when it is necessary to stretch beyond your preferences• Understand how teams can be reformed to contain a more even balance of roles