



miTEAM™

**Individual Profile Report
(miTEAM IPR)**

Example Tan

21 Sep 2016

CANDIDATE INFORMATION

AGENCY : **Dinarius LLC**
CANDIDATE : **Example Tan**
NRIC : **s6987574j**
DATE : **21 Sep 2016**

INTRODUCTION

The miTeam Assessment provides a perspective of individuals in terms of team roles based on the six different team types. These were found to be useful and applicable to describe a person's strengths and weaknesses in contributing to his/her team.

miTeam is designed and constructed to provide a general description of a team contribution profile that will be relevant for work, educational and social settings.

The instrument and results will be useful for multiple purposes ranging from self-development/understanding, career development/counselling, selection, assessment and screening for human capital purposes.

SIX MAIN TEAM ROLES

Innovator

Change-oriented behaviours: information and opinion seeking, reflecting, challenging, monitoring (internal environment), clarifying, evaluating, refining, opposing, be a catalyst, enhancing etc.

Mentor

Development-oriented behaviours: coach members, provide constructive feedback to members, seek opportunities to improve fellow members, seek opportunities to improve oneself, ensure the team learns from mistakes made, encourage members to constantly improve oneself etc.

Mover

Goal-oriented behaviours: initiating, orientating, proposing possibilities, promoting possibilities, designing, envisioning, goal setting, energizing etc.



Teamworker

Relationship-oriented behaviours: encouraging, harmonizing, moderating, compromising, gate-keeping, following, celebrating, backing-up, supporting, facilitating, sensitive to others etc.

Executor

Task-oriented behaviours: coordinating, strives on details, organizing, standard-setting, book-keeping, implementing, problem-solving, analysing, producing, process guiding etc.

Ambassador

External-oriented behaviours: monitoring (external environment), support/help seeking (from external parties), enhancing team reputation, developing and maintaining contacts, promote networking, exploring and creating opportunities etc.

Team Roles

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High
Mentor			●				
Innovator		●					
Teamworker	●						
Executor		●					
Ambassador	●						
Mover	●						

Role Derailers

	Very Low	Low	Slightly Low	Average	Slightly High	High	Very High
Mentor							●
Innovator							●
Teamworker					●		
Executor							●
Ambassador							●
Mover							●

Role derailers are behaviours that subtly hinder the candidate from performing his/her team roles. **The higher the score, the lesser the candidate is affected by such behaviour.**

This report is strictly confidential.