



miTEAM™

**Management Report
(miTEAM MRC)**

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.** More details of role derailers will be shared in the next few pages.

Name: Example Tan NRIC: s6987574j Agency: Dinarius LLC

Mentor Role

DETAILS

He cares for the other team members' situation and will provide guidance whenever it is needed. He see his role as more than just doing his job well, but also to help other people improve and grow. At the same time, he also pays attention to his own personal development.

He prefers to keep his thoughts and observations about his team members to himself. However, he shares his knowledge, experiences and advice with his them. While he is still making a positive contribution, it will remain limited until he opens up to give frank and constructive feedback to team members.

He prefers to let team members unleash their potential by their own efforts. At the same time, he is patient with and do not criticise team members who have less successes and achievements as himself. He is encouraged to play an active role in developing his team members for a more effective and resilient team.

He is satisfied with his present level of development and achievement. He is also patient with team members who are not achieving their full potential yet, by not picking on the mistakes and deficiencies that he sees. While the latter is praiseworthy, he will not be able to unlock his full potential unless he focus on improving himself too.

He sometimes is patient and able to accept mistakes as part of the learning process. He is encouraged to have a more accommodating attitude to mistakes so that team members can develop a positive learning attitude. Do remind him to moderate any overly-high expectations that team members must constantly perform at peak levels.

He believes in self-improvement and often encourages team members to constantly improve themselves. He also backs up his words with action - helping those who have decided to follow his advice.

Name: Example Tan NRIC: s6987574j Agency: Dinarius LLC

Innovator Role

He is one of the followers in his team regarding change-oriented behaviours. As he starts making an effort in challenging the status quo, facilitating change and enhancing existing systems, he will help strengthen his team. At the same time, he is following-up on his effort by welcoming change in his own work, ideas and initiatives. Continue to spur him to do his best!

DETAILS

He has little interest in team members' opinions and the information that they share. Instead, he prefers to share his own opinions and information with them. While the latter is commendable, he can improve his own effectiveness by listening to his team members.

He prefers not to question and dwell upon how the team operates. However, when he does spot any issues, he is very supportive of changing how his team operates so that the team continues to improve. While he is giving his support for improving his team, it is incomplete unless he also assist with reflecting on how his team operates.

He sometimes takes on the duty to provide constructive challenges to his team members' ideas/plans/actions, helping the team to avoid cognitive biases and flawed decisions. He can enhance his contributions in this area. In the meantime, he may wish to avoid claiming ideas/plans/actions as his own even if he has thought of them first. This helps other team members 'own' their own creations and encourages them to work harder for the team's success.

He has little interest with the team's performance and prefers to let the team's development take its own course. However, he has accurate views of the team's performance which can be helpful if shared with the team. While the latter is applaudable, being attentive to the team's performance can help him gain invaluable insights that can greatly improve the team.

He prefers not to try to improve other team members' ideas/plans/actions. At the same time, he welcomes other team members to enhance his own ideas/plans/actions. While the latter is laudable, he is encouraged to be adventurous in exploring ways to improve his fellow team members' contributions.

He is open to change and sometimes acts as a positive catalyst for improvement within his team. He is also flexible and open as to how the team can be improved. He can make his team even better if he can contribute to transforming the team.

Name: Example Tan NRIC: s6987574j Agency: Dinarius LLC

Teamworker Role

DETAILS

He tends to be hesitant with giving encouragement and moral support to team members. However, he is mindful of his own behaviours so that both his words and actions are consistent with each other. While the latter is commendable, he can boost team morale by being generous with encouraging and morally supporting team members.

He prefers to leave the work of bringing harmony to the team to other team members. However, he is careful not to add to the problem by letting his differences create disharmony and conflict. While he is supportive of team harmony, he is not contributing at his maximum potential.

As part of his team, he sometimes provides support to other team members to achieve team goals. This is an area where he can provide more support in order to build a stronger team. In the meantime, he will need to be careful to avoid undermining fellow team members' efforts so that the team can perform more effectively.

He sometimes helps to moderate differences among team members so that they can continue to maintain good relationships. He can be more active in playing his part to resolve conflicts for his team to function effectively. At the same time, he might want to pay more attention to addressing the root causes of conflicts among team members to prevent issues from recurring again.

He opts to let the team members sort out by themselves how each of them contribute to the team. Meanwhile, he sets a good example by contributing a lot to the team. While the latter is laudable, he is encouraged to help the team distribute the workload for maximum effectiveness.

He does not make a big fuss about the team's success. Perhaps that is because he retains a very realistic idea of the team's performance and knows the limitations of its capabilities. Whatever his reservations, he can boost his team's morale and sense of belonging by celebrating together with his team mates.

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Executor Role

He is one of the followers in his team regarding task-oriented behaviours. As he starts making an effort in coordinating team operations, setting standards and solving problems, he will help strengthen his team. At the same time, he is following-up on his effort by ensuring that he contributes fully to the team and avoids unwise actions that can damage the team's effectiveness. Continue to spur him to do his best!

DETAILS

He prefers to mind his own business and not to coordinate work among teams members. However, he is also careful to coordinate with his team members before taking his own actions. While the latter is commendable, do remind him that as a team member he can play his part by assisting more actively with coordination work.

He sometimes helps to organise team members and resources to complete the work that needs to be done. He also assists by ensuring that everything is properly organised before taking action. Although he is helping with the organising, he can still contribute more.

He chooses to stand back to let other team members Implement plans according to the way that his team has agreed upon. Sometimes, he also challenge the team's decisions due differences in personal opinions. It is best if he can accept the team's joint decisions and confront challenges together.

He opts to let team members figure out by themselves what needs to be done. At the same time, he is clear about his own roles and responsibilities. While the latter is applaudable, providing guidance to his team members on what to do is also important for building an effective team.

By sometimes acting as an institutional memory for the team, he helps to preserve the past experiences and culture of the team. he also makes good use of the knowledge of the past to help team members avoid mistakes and improve work processes. It will be great if he gets more involved with acting as an institutional memory for his team.

He is not active in solving problems for his team. However, when he does implement solutions, he avoids short-sighted solutions that create more problems in the future. While the latter is praiseworthy, he can help make important contributions to the team by participating in problem-solving with his other team members.

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Ambassador Role

He is one of the followers in his team regarding external-oriented behaviours. As he starts making an effort in obtaining external support, maintaining contacts and creating opportunities, he will help strengthen his team. At the same time, he is following-up on his effort by being mindful of his relations with the external parties and staying ahead of new developments. Continue to spur him to do his best!

DETAILS

He prefers to focus inwards on the team's operation and has little interest in monitoring the operating environment of the team for any threats, opportunities and other developments that may affect the team. When he becomes aware of these, he sometimes know how it will affect the team. To fully release his potential, it is best if he takes an interest in the team's operating environment as well as cultivate his strategic thinking skills.

He sometimes helps his team to obtain support/help from external parties when necessary. When external help/support does come, he welcomes it and shows his appreciation. Do ask him to consider working more closely with external parties in order to unlock his team's potential.

He is unconcerned with improving his team's reputation. He also does not unfairly compare his team with other teams in public. A neutral stance can be helpful sometimes, but he play his part to help improve his team's standing so that it can obtain external support more easily in the future.

He has little interest in working on external contacts for the team. Meanwhile, he is careful to ensure that he does not create problems with these external contacts. While the latter is applaudable, his help in developing and maintaining external contacts can also be of great benefit to his team.

He is not interested to help network between team members and external parties. Meanwhile, he is mindful of conveying a positive impression when he mentions his team members to others. While the latter is applaudable, it will be great if he can also help to improve connections between his team and other parties.

He is not active in exploring and creating new opportunities for his team. However, he honours and appreciates other team members' effort to play this role. While the latter is praiseworthy, there is much he can contribute by participating directly in in this team-building role.

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Mover Role

He is one of the followers in his team regarding goal-oriented behaviours. As he starts making an effort in motivating the team, envisioning the end state and exploring new possibilities, he will help strengthen his team. At the same time, he is following-up on his effort by helping his team gain clarity, keeping personal agendas separate from team goals and supporting fellow team members' efforts. Continue to spur him to do his best!

DETAILS

He prefers to stand back and let other team members take action. However, he makes sure to follow-up on previous actions that were taken. While the latter is commendable, he can improve on his contribution to the team by developing a proactive, self-starting attitude.

He is not keen to share new solutions and possibilities with his team. However, he is able to help the team judge the quality of solutions and possibilities being discussed to ensure that high quality contributions get the support they deserve. He is encouraged to take a leap of faith and contribute his ideas, no matter how silly or unworkable he thinks they might be. Who know what important insights and solutions they might lead to?

He sometimes plays an important role of helping to give direction to team members during times of confusion and difficulties. He is careful to avoid giving his team irrelevant information that may confuse or distract them. He can be more active in giving direction and clarity to his team.

He is not keen on doing visioning for his team, preferring to let other team members set the team's direction and outcome. However, he helps reinforce a clear and consistent end-state for the team. While the latter is laudable, he is encouraged to play his part in actively shaping the team's future.

He opts to stay out of creating and defining team goals. He also does not influence or exploit team goals to serve his personal interests. While the latter is applaudable, it will be great if he can also actively help his team with creating team goals.

He tends to leave team members to motivate themselves to pursue team goals. However, he makes sure to keep promises and commitments so that team members can count on his support. While the latter is praiseworthy, he can also actively energise team members to help them commit to the team and pursue team goals.

This report is strictly confidential.