



miTEAM™

## **Individual Interpretive Report (MITEAM IIR)**

1 Tester  
01 January 2016

# CANDIDATE INFORMATION

AGENCY : KCGA  
CANDIDATE : 1 Tester  
NRIC :  
DATE : 01 January 2016  
NORM GROUP : SINGAPORE PMETs

## 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

You are one of the leaders in your team regarding development-oriented behaviours. Your role in providing advice, giving constructive feedback and guiding team members to improve themselves has helped strengthen your team considerably. At the same time, you make sure to set a good example by continuously striving for personal mastery and self-improvement. Keep up your good work!

### DETAILS

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

You understand that no one is perfect, and so you provide constructive feedback to team members to help them improve. At the same time, you may also wish to consider sharing more of your knowledge, experiences and advice. This way, team members will benefit more from your guidance.

You believe in and sometimes find opportunities to release the potential of your team members. At the same time, you are patient with and do not criticise team members who have less successes and achievements as yourself. You are encouraged to play an active role in developing your team members for a more effective and resilient team.

You constantly work on improving yourself, aiming to become better and better. You are also patient with your team members who are not achieving their full potential yet, by not picking on the mistakes and deficiencies that you see.

You are patient and able to accept mistakes as part of the learning process. However, do remember to avoid having overly-high expectations that team members must constantly perform at peak levels.

You believe in self-improvement and often encourage team members to constantly improve themselves. You also back up your words with action - helping those who have decided to follow your advice.

This report is strictly confidential.