

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