



BEST² ASSESSMENT™

Team Scatterplots

Group dynamics are important for any team or department. Cohesion and collaboration among team members leads to greater productivity, morale and overall job satisfaction. However, when teammates don't get along with one another, the results can be catastrophic:

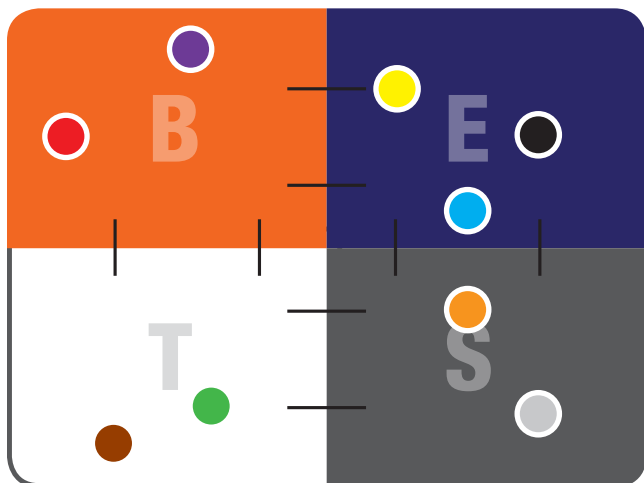
- > Disengagement
- > Reduced morale
- > Decreased self-esteem
- > "He said, she said" scenarios
- > Potential "backstabbing" of another teammate

What can leaders do to address these challenges within their team once they arise (or perhaps beforehand)? There's the obvious – teambuilding activities, explanation of roles, clear performance management and expectation setting, to name a few.

But what about when there is conflict between two people that pops up? Or what if there is a lack of buy-in to business decisions being implemented? Or simply a lack of communication across the team?

In addition to gaining a better understanding of self through the implementation of our **BEST² Assessment™** (or some other valid personality inventory), we suggest that you gain a better understanding of the different styles within your team. We explain below.

EXAMPLE 1: A BALANCED TEAM



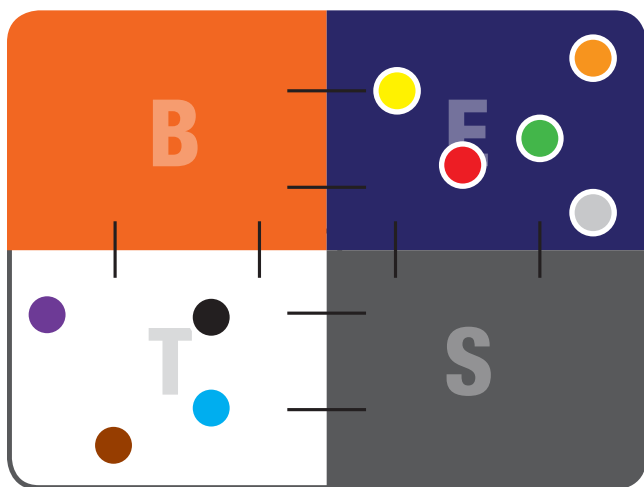
When a team has employees in each Coaching Style quadrant, we say they are “balanced”. This means that the group has complementary coaching (communication) styles. Once the group gains an appreciation for similar and different styles, they will be better able to work more productively and leverage the associated strengths of others.



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EXAMPLE 2: A TEAM WITH “BLIND SPOTS”



When a team's employees are “clustered” in just a few quadrants, they need to become familiar with the areas where they are not as comfortable as a team (behaviorally speaking). Doing so will allow them to “play to their strengths” and work harder to address blind spots individually and as a group (through work performed, assistance requested, hiring of new team members, etc.).

RECOGNIZING AND CAPITALIZING ON OPPORTUNITIES

Self-awareness is the first step to growth and development. Those who have a strong understanding of themselves and – specifically – what they do well and where they are challenged, are already a long way towards personal development. In order to be a better communicator, decision maker, coach, leader, manager or teammate, it's vital to start there -- with understanding of self.

One must then gain a better perspective of all four Coaching and Decision-Making Styles and the contributions each style brings to the team. In doing so, you will be able to leverage teammates to help address “blind spots” with others' strengths. Knowledgeable teammates can better collaborate (and mentor one another) when recognizing complementary and opposite styles. The team scatterplots highlighted above allow you to do just that.

TAKE THE FIRST STEP –

Reach out to us at BEST@lc-consultants.com for more information on how the **BEST² Assessment™** and team scatterplots can help you **Unleash Your Talent®**.