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## Leo Chan Leader Report

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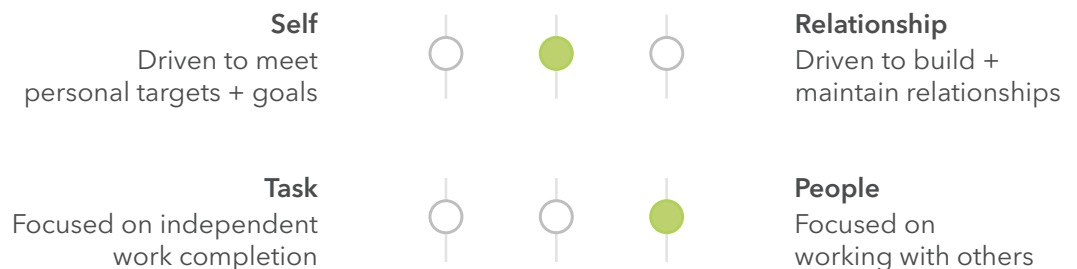
## Leo Chan's Team-Type: Forager

The Forager tends to be outgoing, relaxed and easy in the company of others. They are liked and likeable, joyful and interested in people. They are focused on 'being' rather than 'doing' and tend to define themselves by who they are instead of what they do. You'll likely find them asserting new ideas or resources and engaging in playful competition.

Using their social strengths, the Forager is known to create and maintain extensive networks of contacts who can help them access information and resources. Although the Forager is a naturally outgoing person who can reach out to a variety of stakeholders, they work best on the periphery of a team.

The Forager gains self-satisfaction by being the person who can produce the appropriate resource for whatever situation may arise. They tend to prefer working independently, which means they could be difficult to manage. However, when the Forager has a role that aligns with their strengths, their contribution will be invaluable.

The Forager's independence and social nature, matched with their need to succeed, will mean they are likely to collaborate to ensure team goals and projects are successful. They will be motivated to connect members of their team with resources and information because they know that their reputation depends on them sharing their strengths.



### Management Challenges

One potential challenge in managing a Forager, is ensuring their contribution to the team goes beyond being a supplier of resources and information. It is important to engage the Forager to utilize, and build on, their unique skill set to help the team complete tasks and projects.

### Management Tips

- Welcome and utilize the resources that the Forager commands and supplies. You could even consider integrating their ability to source information and resources into their job description.
- Engage the Forager in tasks and projects that go beyond the role of producing resources and information. This will ensure that you are harnessing the full potential of the Forager's skills.

## On Your Team

### Mavericks

- Akshay Sekhon
- Daniel Evans
- Jeremy Ramsey

The Maverick tends to be assertive, competitive, and motivated by winning. They are also outgoing and can easily belong to and get along with a team. People tend to view the Maverick as a strong leader, and this is especially true when the goals of the Maverick and the goals of the organization are in alignment. When alignment is lacking, the Maverick may disrupt the team.

### Detailers

- Julia Rodgers
- Minnie Burns

The Detailer is introverted and focused on the task at hand. Their quiet nature supports their ability to focus on tasks and projects and helps ensure completion to specified standards. You'll notice that the Detailer's communication with others is likely to be work-related and to the point.

### Diplomats

- Chelsea Lee
- Mike Scott

The Diplomat tends to be reliable, stable and co-operative. You'll likely find them listening to colleagues, and then summarizing key points and ideas to highlight the human potential that exists on the team. Relationships are very important to the Diplomat, and they are energized by encouraging individuals to contribute their strengths to the team's projects and tasks.

### Chameleons

- Debbie Park

The Chameleon is a generally well-balanced, flexible individual who can contribute their strengths in a wide variety of scenarios. You may perceive the Chameleon as puzzling or hard to read, as their actions and behaviours may change in order to meet the demands of the work environment. In all situations, however, the Chameleon is famous for going with the flow.

### Drivers

- James Holmes

The Driver is likely to be creative, innovative and provide strong leadership. When they see a task that needs completion, you'll find them utilizing available resources to get the job done quickly. The Driver knows how to leverage the skills and abilities of members of their team and are likely to apply direct communication to engage the team toward a specific goal or outcome.

### Foragers

- John Smith

The Forager tends to be outgoing, relaxed and easy in the company of others. They are liked and likeable, joyful and interested in people. The Forager is known to create extensive networks of contacts who can help them access information and resources to get things done.

### Harmonizers

- Archie Davis

The Harmonizer tends to be relaxed, outgoing, and aware of the social climate of their team. You'll find them chatting with colleagues, discovering common interests, and ensuring that everyone on the team is happy. Their relationships are very important to them, and they are likely to be energized by any opportunity to improve the wellbeing of their team.

### Realists

- Kristen Black

The Realist tends to be reliable, task-focused, and quiet in nature. Their inward approach to work may make communication challenging at times, but their ability to focus on the task at hand is an asset to any team. The Realist notices details, and they can spot weaknesses, potential problems, and missed opportunities that may otherwise go unrecognized.

### Strategists

- Mai Yamamoto

The strategist tends to be a reliable, trustworthy person who prefers stable and unchanging conditions at work. Their practical approach to work helps the team get things done. You'll find them implementing ideas and strategies by turning them into plans and operations, and they'll always be able to update the team on the exact stage a project has reached.

# Communicating With Each Team-Type

## Maverick



### Work Focus



### Team Members of this Team-Type

- Akshay Sekhon
- Daniel Evans
- Jeremy Ramsey

### Overview of Working Relationship

The Forager and the Maverick are both focused on people, so it is likely that their working relationship will be characterized by friendly and easygoing interactions. Where the two types differ is in their motivation for working with people. The Maverick is typically focused on utilizing relationships and contacts to pursue their own goals, which can be useful when the Maverick's goals and the goals of the organization coincide. The Forager, on the other hand, is almost always focused on bringing in resources for the team or organization regardless of their personal goals. While it is likely that the two will work together effectively, due to the Maverick's strength in asserting the vision to achieve an objective and the Forager's strength of finding the resources to do so, the pair may lack task focus and experience some tension. This tension may arise when the Maverick is pushing toward a goal or objective not in alignment with the team. In such a scenario the Forager may experience some moral difficulties in determining whether they should dedicate their resources to the Maverick or to the team.

### Opportunities to Increase Effectiveness

- Both types should communicate often to ensure they are aligned on achieving the same goals and objectives.
- Both would benefit from the Forager resourcing people and systems to help increase task focus.

## Detailer



### Work Focus



### Team Members of this Team-Type

- Julia Rodgers
- Minnie Burns

### Overview of Working Relationship

The Forager and the Detailer are likely to have a compatible working relationship as they will each have a separate focus that is different to that of the other, and yet not in conflict with it. The Detailer will tend to focus on the task at hand and to progress their agenda or ambition. As a natural introvert, the Detailer isn't likely to spark conversation unless it is about the task or project they are working on. The Forager, on the other hand, will focus mainly on communicating with people and learning what others have to offer to the team. The Forager is likely to recognize the strengths of the Detailer and see opportunities for their skills, and the Detailer is likely to see the Forager as someone who can provide resources and opportunities when required.

### Opportunities to Increase Effectiveness

- The Detailer and the Forager are likely to benefit from communication that goes beyond the task and focuses on the creation of strategies that help them work toward specific team or organizational goals.
- Communication will be most effective when the Detailer needs a resource, or the Forager is seeking a resource which a Detailer's skills could supply.

# Communicating With Each Team-Type

## Diplomat



### Work Focus



### Team Members of this Team-Type

- Chelsea Lee
- Mike Scott

### Overview of Working Relationship

This working relationship should be easy for both the Forager and the Diplomat. The Forager tends to be outgoing, relaxed and easy in the company of others. They are known to create extensive networks of contacts who can help them access information and resources to get things done. Relationships are very important to the Diplomat, and they are energized by encouraging individuals to contribute their strengths to the team's projects and tasks. Due to their focus on relationships, they are unlikely to cause conflict on a team. When conflicts do arise, the Diplomat is likely to seek consensus and engage the team toward a resolution. Overall, the Forager's strengths are likely to be recognized and welcomed by the Diplomat, and the Diplomat's facilitating style will allow the Forager the opportunity to utilize their network and feel comfortable in doing so.

### Opportunities to Increase Effectiveness

- The Diplomat can rely on the Forager to help resolve conflicts on the team, thus freeing the Diplomat to tend to the task at hand.
- The Forager can rely on the Diplomat to encourage them to utilize the available human resources on the team to achieve shared goals and objectives.

## Chameleon



### Work Focus



### Team Members of this Team-Type

- Debbie Park

### Overview of Working Relationship

The Forager tends to be friendly and is known to create extensive networks of contacts who can help them access information and resources to get things done. The Chameleon tends to be flexible and unobtrusive and avoids drawing attention to their achievements. The strength of the Chameleon is that they can fit in and apply themselves where they are needed. It is probable that although the two retain an easy working relationship, they may not be aware of areas where they might collaborate. This is because the Chameleon is unlikely to self-promote and so the Forager is then unaware of how the Chameleon may fit into the team. This discrepancy in communication is likely to impact the Chameleon to a greater extent than it would the Forager.

### Opportunities to Increase Effectiveness

- Both types can benefit from scheduling structured conversations about how the Chameleon can provide their resources to the working relationship or team.
- The Forager can work to celebrate the achievements of the Chameleon so that their impact does not become invisible to the team.

# Communicating With Each Team-Type

## Driver



### Work Focus

Self    Relationship  
Task    People

### Team Members of this Team-Type

- James Holmes

### Overview of Working Relationship

The Forager and the Driver are likely to have a straightforward, effective working relationship. The Driver tend to be spontaneous, innovative, and provide strong leadership. They are motivated to work to their own agenda and achieve. The Forager is generally outgoing, relaxed, and easy in the company of others. They are liked and likeable, joyful, and interested in people. The Forager is known to create extensive networks of contacts who can help them access information and resources to get things done. The Driver is likely to recognize the usefulness of the Forager's role as the center of a network of contacts that can help them achieve their goals. The Forager will recognize the Driver's potential to achieve and will be able to add the Driver's strengths to their network and promote these strengths as a resource to the team when required.

### Opportunities to Increase Effectiveness

- Communications between the Forager and the Driver will be most effective when they are about resource supply and demand.
- When the Driver and the Forager are aligned on the same objectives and goals, their joint impact will have an even wider positive impact.

## Forager



### Work Focus

Self    Relationship  
Task    People

### Team Members of this Team-Type

- John Smith

### Overview of Working Relationship

The Forager almost always has a contact person who can supply information or resource when it is needed. Although the Forager is a person that other members relate to and wish to have on the team, they tend to work best on the periphery, drawing in contacts and resources as their contribution to the success of the team effort. When Foragers work with each other, they can increase their share of resources and contacts and expand their personal and shared networks. There is unlikely to be any conflict between Foragers.

### Opportunities to Increase Effectiveness

- Two Foragers may benefit from having someone to manage the resources they have introduced to the team.
- Given that neither is highly focused on the task, two Foragers will benefit from working with individuals and systems that enhance task focus.

# Communicating With Each Team-Type

## Harmonizer



### Work Focus

Self	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Relationship
Task	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	People

### Team Members of this Team-Type

- Archie Davis

### Overview of Working Relationship

There should be a good working relationship between the Forager and the Harmonizer. Communication between the Harmonizer and the Forager is likely to be easy as they have a common focus on people and will be able to discuss the personal characteristics of individuals and their impact on the team. Although neither is task focused the Forager is likely to bring expertise, new ideas, and resources to operate within the team and the Harmonizer will work hard to maintain balance between team members. Their combined strengths will help projects move forward with greater engagement. Their combined weakness is a lack of task focus and without task focused individuals on the team, the team is likely to find it challenging to achieve outcomes.

### Opportunities to Increase Effectiveness

- When new people or new ideas and resources are introduced to the team, this pair may benefit from discussing how the team dynamics may change so that they can continue to maintain team harmony.
- The Forager and the Harmonizer are likely to benefit from working with individuals and systems that enhance task focus.

## Realist



### Work Focus

Self	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Relationship
Task	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	People

### Team Members of this Team-Type

- Kristen Black

### Overview of Working Relationship

The Realist is interested in completing tasks and the Forager is interested in people and their skills, talents and contacts. The Forager is likely to recognize and utilize the Realist's ability to focus on the task at hand, and the Realist may appreciate, but not be influenced by, the gregarious and friendly nature of the Forager. The Realist will feel comfortable reaching out to the Forager for assistance should there be any need for extra resources in the objective setting or implementation of the task or project. They should fit together as part of a team who experiences minimal conflict and effective task completion.

### Opportunities to Increase Effectiveness

- As the Realist is likely to communicate by clarifying the objectives and direction of the task at hand, they will benefit from a straightforward response from the Forager.
- The Forager can focus on the people and relationships, and the Realist can focus on the task.

## Strategist



### Work Focus

Self	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	Relationship
Task	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	People

### Team Members of this Team-Type

- Mai Yamamoto

### Overview of Working Relationship

The Forager is able to create a comfortable environment for the Strategist due to their open and friendly approach. The Strategist will rarely challenge the role of the Forager, and the Forager will be unconcerned about the Strategist's focus on task completion - only stepping in to recommend resources when they are needed to make the task go to plan. The two types are likely to make a compatible contribution to the task or project and are not likely to experience tension. If tensions do arise, they often stem from the pressure the Strategist tends to put on themselves to balance doing what they perceive to be the right thing with completing the task.

### Opportunities to Increase Effectiveness

- The Strategist can reach out to the Forager when they need extra or supplementary resources to keep the project or task on track.
- The Forager can communicate with the Strategist to understand what resources would be most useful to the Strategist to ensure the most effective completion of the task or project.