

Adaptable Team Leader Program

Intelligent, Insightful Leadership in a Time of Profound Change

Who does this help?

- Leaders of all levels seeking to understand the specific needs, likely stress reactions and responses of their team during a challenging period, such as the current pandemic
- Team leaders hoping to gain insight on how best to support, focus and motivate their team

How does it work?

T&G Psychologists are experienced and registered experts in workplace behaviour and change. This is a 2-Hour (extendable), 1:1 session between T&G and the leader, reviewing the specific team’s personality data.

We map the personality profiles of a team to assess likely responses in **normal** situations, and then **under pressure**.

We coach the leader on the specific personality make-up of their team, reviewing risks, benefits and clusters of individuals in the data, to figure out the best way to help and lead at a group and individual level.

Group personality profile

Behavioural Drivers	Very Low	Low	Ave	High	Very High
Self Control Self-improvement, personal effectiveness, stability, rationality and avoidance of emotional weakness. Integrates other characteristics and indicates self-regulation.	***	**	***	***	**
Self Regard Self-interest, securing personal advantage looking for the quickest and easiest way. (Shrewd, enterprising & commercially minded)		**	***	***	**
Sociable Interpersonal contact, involvement, pleasure seeking, emotional experiences and desire for variety. Drives empathy, sociability and desire to communicate.		**	***	***	**
Cautious Risk averse, seeks clarity of expectations, accuracy, feedback, support and reassurance. Can have self-doubt, worry and anxiety but also compassion and conscientiousness.	***	***	***	***	*
Creative Drive for individual standards and 'space' for creativity, to avoid being socially embarrassed or in situations of conflict or confrontation. Insightful, observant, private, rather than social.		***	***	***	**
Power Seeks power, prestige and authority over others, politically minded to protect own ego and enhance reputation. Potential for forcefulness and deferencelessness.	*	**	***	***	**
Structure Seeks satisfaction from task and project delivery. Employs order and systems to secure logical and planned outcomes, and can be rigid, bossy and authoritarian.	***	***	***	***	**

Group profile (under pressure)

TASK RISKS – potential inhibitors to success	Ltd. risk	Low risk	Ave risk	High risk	Very High risk
Pedantic Can be perfectionist and pedantic, unwilling to relent on details. At a high level can be disempowering, quite singular and intense in focus.	***	***	***	***	*
Disorganized Can struggle with planning and prioritising, and inconsistent with follow through. Can apply effort but get limited traction, lacking clear structures.		***	**	***	***
Protocol Heavy reliance on procedure and conventions. Difficulty with grey area or tasks requiring creativity. Can be uncomfortable with unstructured issues.	**	***	**	***	**
Security Avoidance of risk, prone to procrastination and indecision. Struggles to see the positives, and may cast doubt over chances of success.	***	***	***	***	*
Esoteric Highly creative yet may be seen as somewhat eccentric and impractical in ideas. Tangential thought patterns, novel ideas yet lack of pragmatism.	***	***	*	*	***
Expedient Tendency to take risks when and push for results over quality. Desire for brevity, comfort with risk taking. Can be engaging and spontaneous.	**	***	***	***	***
Subjective Easily swayed by emotive arguments. Lacks objectivity and can struggle with fact focused decisions. May be influenced by opinions and hearsay.	**	***	***	***	***

Group profile (under pressure)

PEOPLE RISKS – potential inhibitors to success	Ltd. risk	Low risk	Ave risk	High risk	Very High risk
Deferring Eager to please, deferring to others and preferring not to go against the flow. Can rely heavily on external support and lack confidence in self.	*	**	***	***	*
Impulsive Peaks and troughs of mood. Enthusiastic about things, then disappointed and negative. Can lack persistence and be prone to emotional reactions.	**	***	**	***	**
Commanding Overly keen to defend own ideas and control the flow of conversation. Reluctant to admit mistakes and may be quite demanding and defensive.	**	***	***	***	***
Independent Staunch defense of independence and autonomy. May become stubborn, work at own pace, intolerant of others' ideas. May not delegate easily.	*	**	***	***	***
Suspicious Highly cynical towards others and quick to assume a suspicious view of others' actions. Can be highly mistrustful and overly sensitive to criticism.	***	***	***	***	**
Detached Increasingly insensitive and lacking appreciation for others' feelings or needs. Can withdraw from discussions, have poor communication skills.	***	***	***	***	**
Expressive Overly demanding of others' attention. Wanting to complain, react and be heard. Can be vocal and come across as dramatic, and entitled.	***	***	***	**	***

Outcomes:

- Leaders gain comprehensive insight regarding their team; how the team behaves as a group, (and why), resilience levels and 'triggers' for stress, and levers for motivation
- A greater capacity to navigate change, manage stress and re-gain team and individual focus
- Leaders are supported to better lead their teams and individuals through change

Investment:

- Initial mapping and review session (approx. 2hrs): \$850+GST (incl data integration)
- Second session to review progress (approx. 1hr): \$350+GST
- Note: if team members do not have a T&G personality profile, assessment is \$350+GST per person, which includes a feedback session

Note: During April, May and June 2020 this service attracts a 20% discount