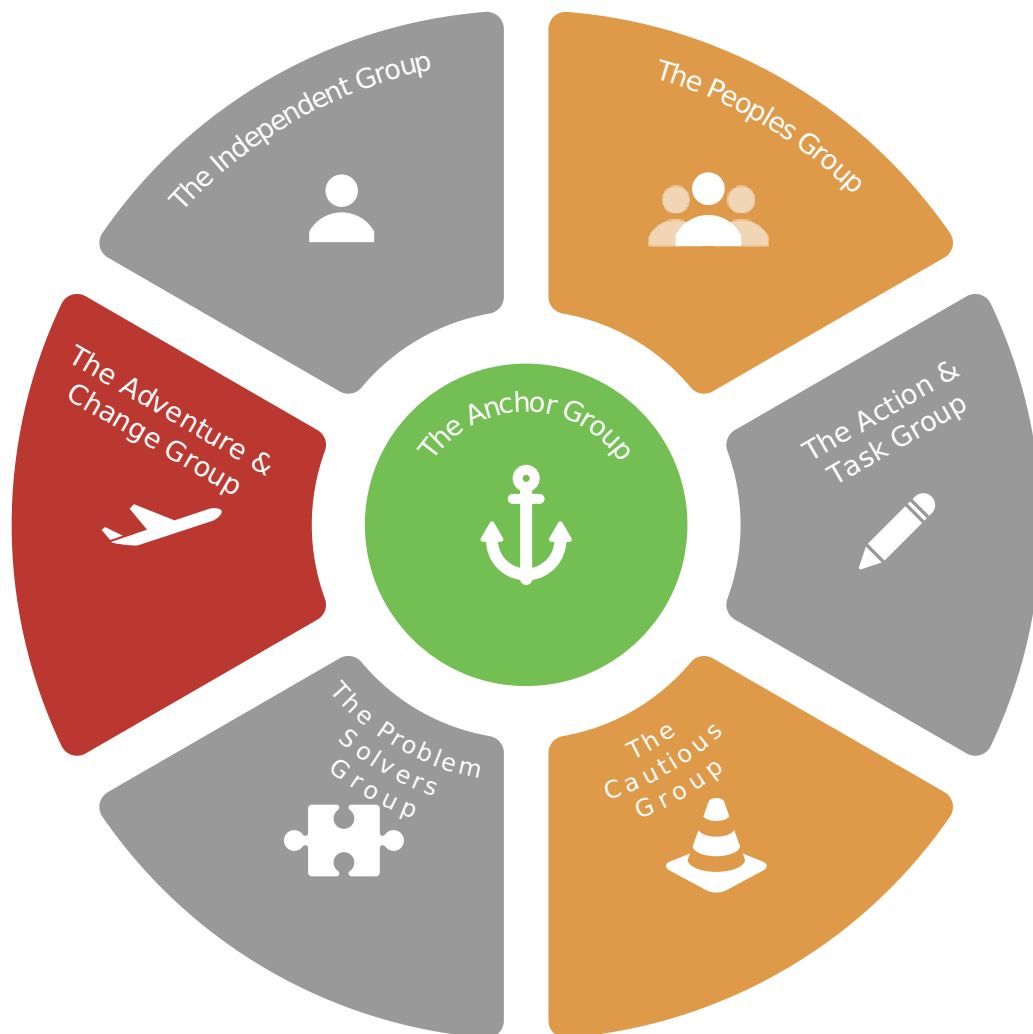


Shadowmatch®

Shadowmatch Team Synopsis

Project Team



[CONFIDENTIAL]

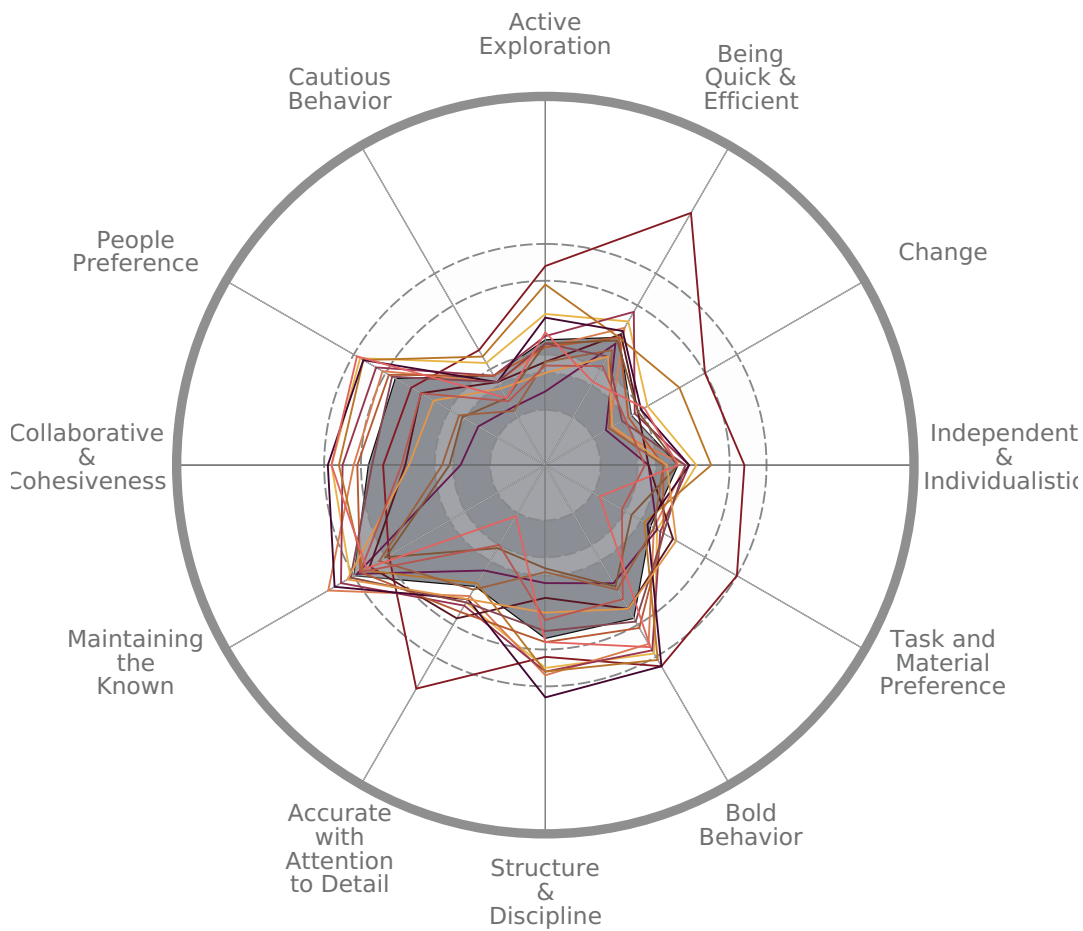
Introduction

This is a synopsis of the headline analysis of this team. The document provides information on how individual team members function in the team. It also provides an outline of sub-teams that will easily work together when emphasis on specific group driven tasks is necessary. In some instances it might happen that a group is identified as an 'Independent Group'. These individuals will tend to retain their individuality within the team. For a full understanding of all the dynamics in the team, please request a consultation discussion or a team building session with your trained Shadowmatch Consultant.

Team Members:

- Don Able
- Gillian Anders
- Jennifer Bolder
- Gary Bradshaw
- Dawn Cannon
- Amy Franklin
- Tania Goldman
- Harry Goodman
- Sharon Grower
- Tracey Harkness
- Michelle Neal
- Jeff Rogers
- Sophia Smith
- Barry Somerton
- Terry Thomas

Team Spider Graph:



Team Members:

- Team Behavior
- Don Able
- Gillian Anders
- Jennifer Bolder
- Gary Bradshaw
- Dawn Cannon
- Amy Franklin
- Tania Goldman
- Harry Goodman
- Sharon Grower
- Tracey Harkness
- Michelle Neal
- Jeff Rogers
- Sophia Smith
- Barry Somerton
- Terry Thomas

Current Team Strength:

Functional When Necessary

Self Interpretation of Team Spider Graph

Abbreviated Definitions:

Active Exploration

Behavior of actively exploring the unknown. Pushing the boundaries!

Being Quick & Efficient

The level of speed at which the team functions. Pure time driven. Tendency within the team to speed-up!

Change

Working towards a different reality, by seeking for new processes, technologies and products. Challenging the status quo!

Independent & Individualistic

The intensity of individuals within the team with a preference to work without the help or support of team members. Solo preference within the team!

Task and Material Preference

The team's actions are focused on tasks and material tangibles as preferred working objects. Working with things!

Bold Behavior

How driven is the team? The team will be bold and assertive on these five habits:

- Discipline
- Conflict Handling
- Altruism
- People Positive
- Team Inclination

Structure & Discipline

Team preference towards structure, governance and a controlled environment.

Accurate with Attention to Detail

Collective habit of attention to detail, being accurate and getting a problem resolved. Success with detailed problems!

Maintaining the Known

Actions in the team preferring known processes, technologies and products. Keep the things that work!

Collaborative & Cohesiveness

Preferred behavioral patterns where members depend on each other for progress towards a common goal. Team preference!

People Preference

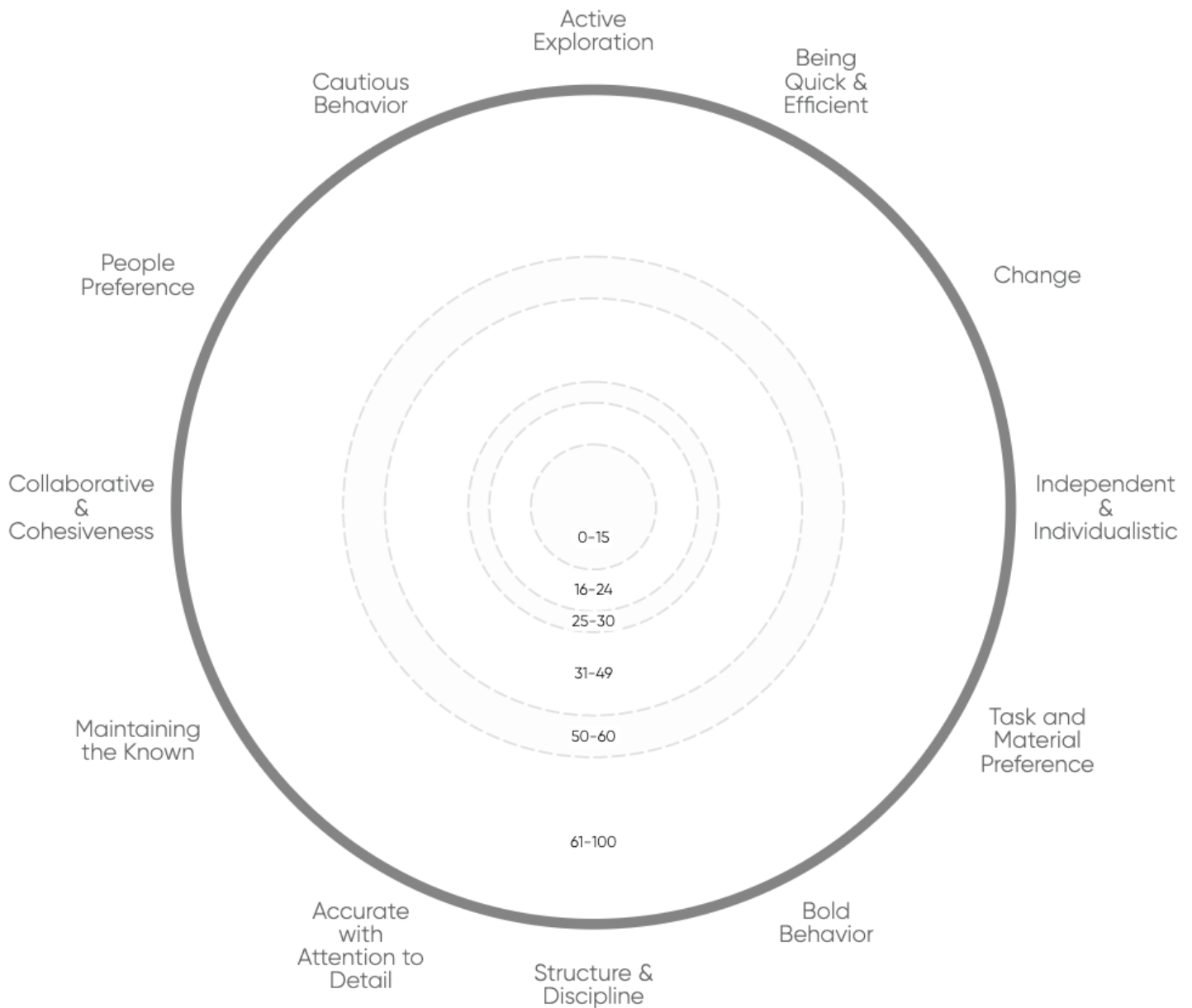
Behaviors and activities in the team working for and with people. Relationship building behavior!

Cautious Behavior

The intensity of the actions in the collective behavior of the team towards working within manageable, reasonable and comfortable tasks. The following behaviors are applicable:

- Individual Inclination
- Propensity To Change
- Innovation
- Propensity To Hand-off
- To Simplify

Graph Cut-off Intensities:



Introduction

In order to better understand the team and individual behavior dynamics, the following categories of behavior intensities will provide some insight into the way the team functions.

Team Behavior Categories:

0-15 = Behaviors that the team will reject:

Team behaviors in this area of the graph are behaviors that the team as a collective will tend to reject. Although some individuals in the team might be comfortable with these behaviors, the collective approach of the team will tend to be somewhat critical towards individuals with strong habits in behavior areas where the team as a collective have scored as low as this area in the graph

15-25 = Active behaviors 'absent' in the team:

Team behaviors in this area indicates behavior that could be regarded as absent. On these behaviors the team will only act if there is no other way to behave under specific conditions.

25-30 = Collective behaviors only when necessary:

Collective team behavior in this bracket indicates actions the team will take under normal circumstances, but only when necessary. Think of it as selective necessary behavior.

30-50 = Collective behaviors necessary for the everyday activities of the team. Normal working day behaviors:

These are the behaviors used by the team for the everyday, normal task execution. These are the habits that the team actively use to action the daily, weekly and monthly tasks. It can be seen as the working habits of the team.

50-60 = Team Differentiating Behaviors:

Behaviors in this area indicate habits used by the team to do the challenging part of their work. Teams tend to bring people together who have specific strong habits and are capable of doing specific things that are somewhat challenging. Habits in this bracket indicate such differentiating behaviors.

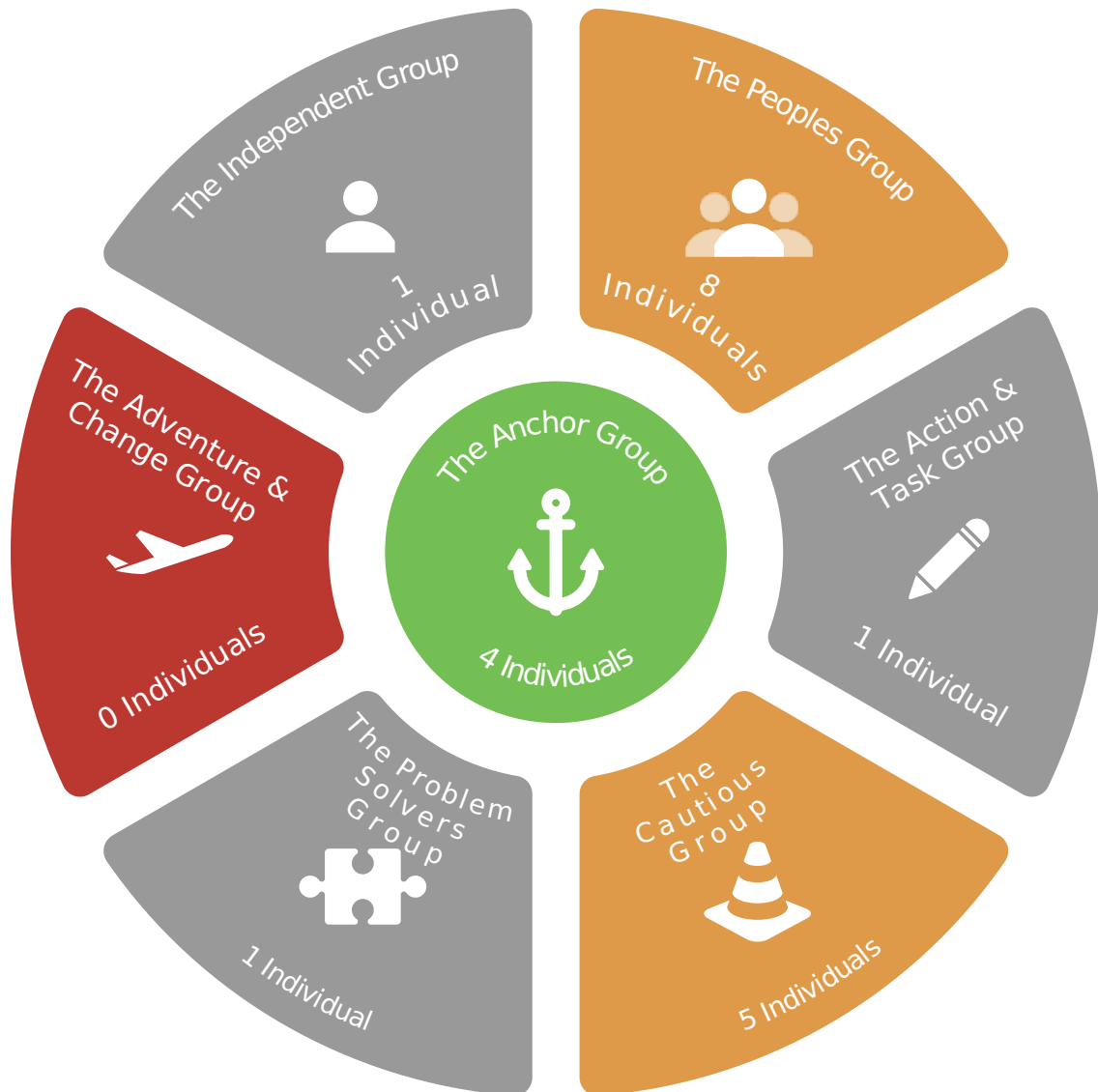
60-100 = Team Defining Active habits. Gives behavioral identity to the team:

Some teams need very strong and prominent behavioral patterns. They develop these habits and they tend to bring people together with these strong habits because the task is such that a selection of very strong behaviors are necessary in order to succeed. Such strong team habits create, in a way, a team identity. Outside people can easily describe a team with such strong habits by means of referring to these prominent habits.

Team Groups:

Group Strength Indicators

- Very Strong
- Strong
- Functional When Necessary
- No members in group



The Anchor Group

● Very Strong

People who can, in a specific team under specific conditions, act as an anchor point for the team. They will tend to take a position that will make the majority of team members relatively comfortable.

- Amy Franklin
- Jennifer Bolder
- Michelle Neal
- Jeff Rogers

This group will collectively bring stability to the team when there is a risk in the team to take different views on a situation, challenge or task. They must be allowed to share their perspective and their collective perspective will comfort most team members.

The Action & Task Group

● Functional When Necessary

People with a drive to take action, make things happen and be pragmatic about a job to be done. A preference to focus on the task.

- Sophia Smith

The Cautious Group

● Strong

People who are careful with the way in which they do things. They prefer to make sure that they are on the right path before they act with confidence.

- Dawn Cannon
- Gillian Anders
- Sharon Grower
- Tracey Harkness
- Gary Bradshaw

This group will not easily take a strong stand on issues but they will be very aware of the risk to over react to challenges and not to be unnecessarily bold and forceful.

The Adventure & Change Group

● No members in group

People with energy to push boundaries, do things differently and get a thrill from being at risk and having to rely on internal strength.

The Problem Solvers Group

● Functional When Necessary

Individuals who are attracted to problems that might be an adventure to resolve as well as people with a general drive to engage aggressively with problems with the aim to resolve them.

- Sophia Smith

The Peoples Group

● Strong

Individuals with a strong sense of awareness about people, their needs and the risk of a negative impact on others. A preference to focus on people.

- Barry Somerton
- Amy Franklin
- Jennifer Bolder
- Harry Goodman
- Michelle Neal
- Tania Goldman
- Jeff Rogers
- Terry Thomas

This group will influence the team to respect the people involved when dealing with challenges.

The Independent Group

● Functional When Necessary

Individuals who, within a specific team, tend to rather not get strongly associated with a specific sub-group in the team. In the team where these individuals are being identified as Independent, they will tend to keep their identity and work as individuals within the team.

- Don Able