



# Team Dimensions Profile



## TEAM DIMENSIONS PROFILE

Successful team members don't do the same thing at the same time. They do the right thing at the right time. The *Team Dimensions Profile* helps individuals work from their strengths by identifying their most natural team role, while giving them added appreciation for the contributions of others.

## DISCOVER THE RIGHT ROLES FOR THE RIGHT PEOPLE

The *Team Dimensions Profile* identifies the following five team roles:

- **Creators** generate new ideas and fresh concepts.
- **Advancers** communicate new ideas and carry them forward.
- **Refiners** analyze ideas for flaws or revise projects systematically.
- **Executors** deliver concrete results and seek successful implementations.
- **Flexers** have an equal preference for most or all of the roles and can often adapt their styles to fit the team's needs.

## "Z PROCESS" KEEPS TEAMS MOVING IN THE RIGHT DIRECTION

The *Team Dimensions Profile* maps the flow of assigning roles, completing tasks, and handing off tasks to other team members through the "Z Process." In this relay process, tasks are passed from Creators to Advancers, from Advancers to Refiners, and from Refiners to Executors. Flexers fill in the gaps to keep the process moving forward.

## CAPITALIZE ON INDIVIDUAL STRENGTHS FOR TOTAL TEAM PERFORMANCE

As organizations rely more on teams to innovate, problem-solve, produce, and compete at the speed of change, understanding and capitalizing on individual approaches to group processes is key to creating high-performance teams. Use the *Team Dimensions Profile* to

- Match individual strengths with team roles
- Build team unity
- Foster innovation
- Shorten project cycle time
- Reduce conflict

### Team Dimensions Profile Applications

- Coaching
- Communication
- Leadership
- Management Development
- Teams
- Time Management

## AVAILABLE REPORTS

### Team Dimensions Profile 1.0



*Team Dimensions Profile 1.0* helps individuals identify their most natural team role and gives them added appreciation for the contributions of others. Inscape's original team development tool is available online through EPIC and as a 16-page paper-based instrument.

### Team Dimensions Profile 2.0



*Team Dimensions Profile 2.0* is a value-added version of the original *Team Dimensions Profile* instrument. While staying true to the trademark team roles and "Z Process," the *Team Dimensions Profile 2.0* report incorporates an engaging, conversational style and a number of enhancements, including:

- A more accurate rating-scale response
- A new, more intuitive two-dimensional model
- Expanded feedback including information on strengths, challenges, and working with other roles
- Details about what might cause the respondent stress at work
- Applied information on communication, meetings, and time management

### Team Dimensions Profile 2.0 Group Report



The *Team Dimensions Profile 2.0* Group Report is an advanced tool that helps groups capitalize on strengths to build a more productive and satisfying team environment. In addition to supplying a snapshot of team members' roles, the *Team Dimensions Profile 2.0* Group Report also provides the following useful information:

- Brief overview of the five team roles
- Percentage of group members in each role
- Graphic summary of the group's priorities
- Discussion of the group's strengths and limitations in the context of the "Z Process"
- Individual Data Table listing each team member and his or her primary role and secondary tendency



indicates report is available on paper



indicates report is available online through the EPIC online profile delivery system



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