

Team

80 Profile.

NAME | Global Consulting Team

DATE | 12 March 2026

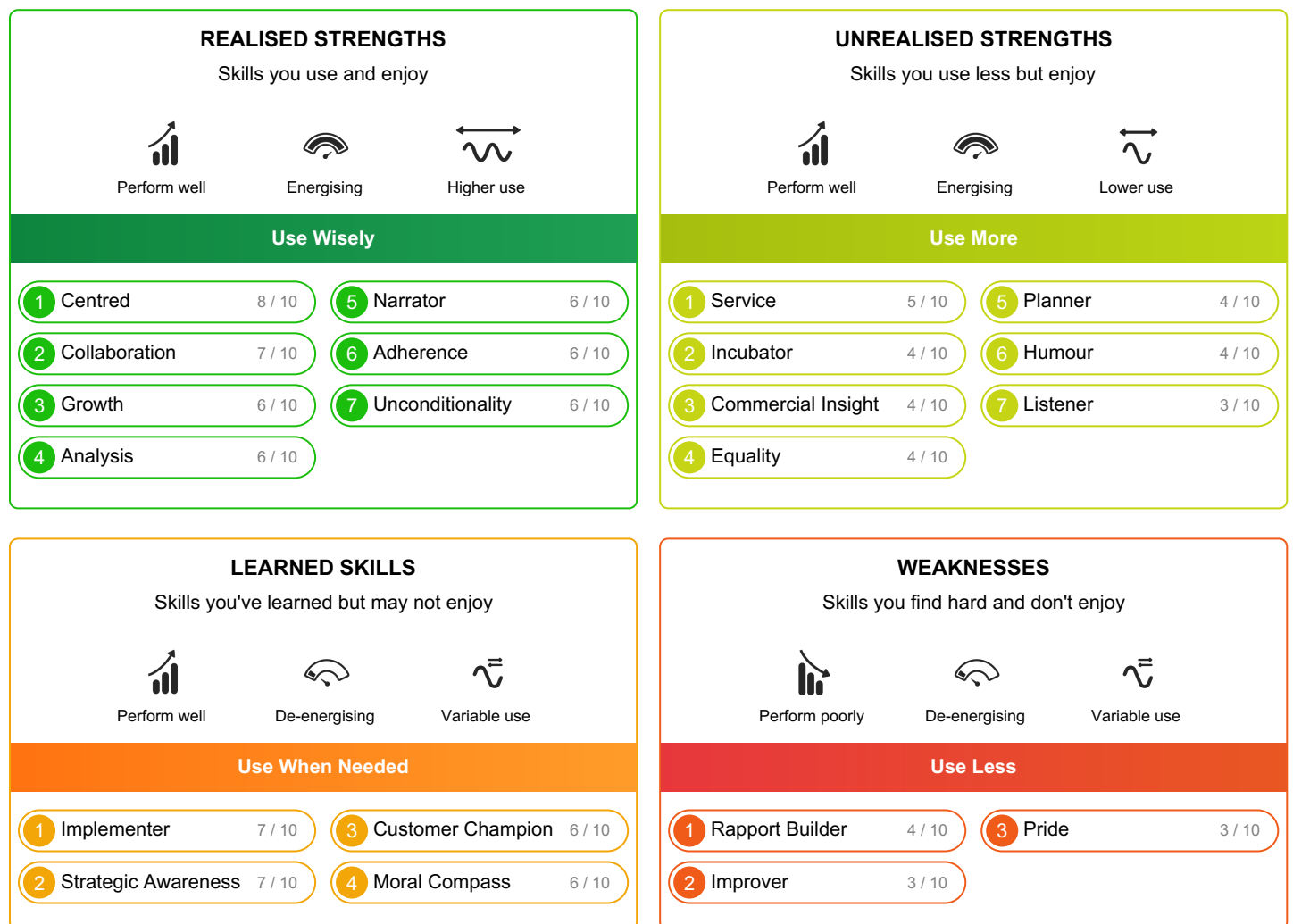
The Team

Ali Hussain	Chris Dixon	Helen Peters	Hiroshi Tanaka
Jessica Rossiter	Marcus Johnson	Matteo Alvarez	Paul Gulliver
Priya Sharma	Sofia Martinez		

Team's Key Results

The team's key results are shown below across 4 skill areas: realised strengths, unrealised strengths, learned skills and weaknesses. The skills have been extracted from each team member's individual Profiles.

Use the tailored advice and data provided to build on the team's skills and develop the team's strengths to unlock potential.



Realised Strengths - Use Wisely

1 Centred



The team have an inner composure and self-assurance, whatever the situation.

Use Wisely

- Consider a success achieved by the team's composure in a difficult situation. How did they achieve this and what made them so assured? Could they apply this elsewhere?
- Ensure your calmness is not misinterpreted as lack of interest or enthusiasm by others. Choose when and where it is required to jump in and share your passion.

2 Collaboration



The team achieve results by working as part of a team.

Use Wisely

- Collaborate as required. Work in pairs and smaller teams as needed, with each team owning their area of responsibility. Seeking insights when innovation is required is a must.
- Consider the times when it would be helpful to take responsibility for solutions and then come together to share the learnings or the intended plan.

3 Growth



The team are always looking for ways to grow and develop, whatever they are doing.

Use Wisely

- Take the time to appreciate how much you have achieved and developed together. Celebrate achievements within the team, before moving on to the next challenge!
- Set the team longer term challenging targets. This will push them further, ensuring they focus on one or two important goals, rather than looking for the next thing.

4 Analysis



The team are always true to themselves, even in the face of pressure.

Use Wisely

- Discuss your individual and team values. List the key team themes and create a Team Mission Statement or Team Values chart. Let these guide you during tougher times.
- Know when you need to stand strong as a team, as well as when you need to flex a little. Remember that other teams in your organisation may hold different values to you.

5 Narrator



The team love to tell stories and see the power of these stories to convey insights.

Use Wisely

- Add passion to presentations by sharing an experience, or bringing the value of something to life. Use in sales and project meetings to get everyone on board with the task.
- Manage meetings effectively! Give everyone in the team the chance to speak, but keep an eye on the time spent telling stories.

6 Adherence



The team love to follow processes, operating firmly within rules and guidelines.

Use Wisely

- Ask the team to take charge of challenging others when they see rules and guidelines not being followed. Offer advice on the best processes to help people stick to the rules.
- Are the team creative or flexible enough when required? Consider ways in which the team have not benefited from rules, or where the rules may need to be tested.

7 Unconditionality



The team accept people for who and what they are, without ever judging them.

Use Wisely

- How can the team take on more mentoring and sponsoring of each other, or others outside of the team? Consider what formal and informal ways might work best for you.
- Whilst ensuring you accept others for who they are, discuss how different behaviour links to the team's goals. This will ensure people are all aligned in their focus.

Unrealised Strengths - Use More

1 Service

The team like to look for ways to help and serve others.

Use More

- Serve each other by acknowledging individual strengths and weaknesses. Pair up individuals who are strong/weak in a particular area, enabling them to gain further support.
- Set aside 15 minutes at the beginning of each day to discuss as a team any areas where individuals may need further support with their tasks.

5 Planner

The team make plans for most things they do, covering most eventualities.

Use More

- Find projects that require a long-term approach. Expose the team to opportunities where they need to plan ahead, and involve them in considering a smooth delivery.
- What resources will improve your team's effectiveness and further planning? Borrow some useful templates from others in the team or across the business.

2 Incubator

The team like to think deeply about things so that they arrive at the best conclusion.

Use More

- Are there any strategic decisions the team could take time to reflect on? Spending more time on the issue may allow you to reach a conclusion that hasn't been considered yet.
- Review how the team reaches decisions and conclusions. Consider having smaller teams, or setting specific times for consideration after idea generation.

6 Humour

The team like to see the funny side of almost everything that happens - and make a joke of it.

Use More

- Use the team's sense of humour constructively. Make people feel at ease and cheer them up. It will help people forget about their problems for a moment or two and relax.
- Draw on the team's sense of humour when things are challenging or not going well. By seeing the positive side or taking a break, you will be able to persevere and keep going.

3 Commercial Insight

The team like to focus on bottom-line impact and commercial success.

Use More

- Learn further intel around sales and finances, and profit and loss. Understand the business objectives, as not all commercials are about new clients – the focus may be on retention.
- Review any current risks in the team or business. These could be product, customer or market-led challenges. Focus on one area at a time, sharing ideas on improving the bottom line.

7 Listener

The team tend to listen intently to and focus on what people say.

Use More

- Seek out those who may struggle to have their voice heard in discussions, perhaps new joiners or quieter people. Listen to their opinions and support them to present their ideas.
- To ensure active listening amongst the team, ask that any questions or opinions are presented after the speaker has finished.

4 Equality

The team are likely to ensure that everyone is treated equally, paying close attention to issues of fairness.

Use More

- How do you all feel about fairness in your own team? What works well and what doesn't? Are there any currently unfair situations, where you can act as a voice of support and resolution?
- What do the team need to ensure fairness? Is training available? Do they have the right resources to perform their roles well? Look beyond the situation to dial up equality.

Learned Skills - Use When Needed

1 Implementer

The team can turn ideas and plans into practical solutions.

Use When Needed

- Use data to drive the right implementation – don't make any assumptions. Use customer data or previous results to be objective and focused with forward momentum.

2 Strategic Awareness

The team have learned to pay attention to the bigger picture and use it to inform their decisions.

Use When Needed

- If time is tight on a task or it's resource intensive, it may be more important to focus on the short-term picture. Organise strengths across the team to deliver on this.

3 Customer Champion

The team can represent customers' and stakeholders' interests.

Use When Needed

- Gain clarity on what the customers' challenges are. Collaborate to come up with the best solutions. Regularly check in to ensure you are on track or have understood to ensure accuracy.

4 Moral Compass

The team have learned to act in accordance with what they believe is right.

Use When Needed

- It is not always possible to do what the team feel is right. Ensure you feel confident reaching compromises and are clear on what your core values or deal breakers are.

Weaknesses - Use Less

1 Rapport Builder

The team may find it difficult to establish rapport and relationships with others easily.

Use Less

- Explore other ways for the team to get to themselves and others better. Think of interesting questions to ask, activities to do together, or stories to share.

2 Improver

The team prefer to stick with the way things are, leaving improvement in the hands of others.

Use Less

- When serious improvement is needed, take time to do your research. Understand the rationale and the benefits fully, so that you can align the right people and resources.

3 Pride

The team may not always take time to produce work that is of the highest quality.

Use Less

- Create some quality guidelines and ways of working that might engage the team more. Try working together more at the beginning and at the end of tasks to ensure consistency.

The Skills Families

The 5 Skills Families group related skills with shared traits. Use them to identify patterns in your skills and gain insights into your strengths and growth areas.


Being - Our way of being in the world
 15 Skills

Authenticity Centred Courage Credibility Curiosity Gratitude Humility Legacy Mission Moral Compass
 Personal Responsibility Pride Self-awareness Service Unconditionality


Communicating - How we give and receive information
 10 Skills

Counterpoint Customer Champion Explainer Feedback Humour Listener Narrator Social Adaptability
 Spotlight Writer


Motivating - Our drive towards action
 20 Skills

Action Adventure Bounceback Catalyst Change Agent Collaboration Competitive Drive Growth
 Implementer Improver Initiative Learning Agility Opportunity Spotter Pace Performance Focus Persistence
 Resilience Self-belief Work Ethic


Relating - How we relate to others
 14 Skills

Approachable Compassion Connector Emotional Awareness Empathic Enabler Equality Esteem Builder
 Inclusion Personalisation Persuasion Rapport Builder Relationship Deepener Relationship Manager


Thinking - Our approach to situations
 21 Skills

Adaptable Adherence Analysis Business Thinker Commercial Insight Creativity Detail Diligence Incisive
 Incubator Innovation Judgement Optimism Orchestrator Organiser Planner Prevention Resolver
 Strategic Awareness Technology Focus Time Optimiser

Team Skills Families Distribution

A ranked breakdown of your team's skills within the Families.



★ **3. Motivating** - Our drive towards action

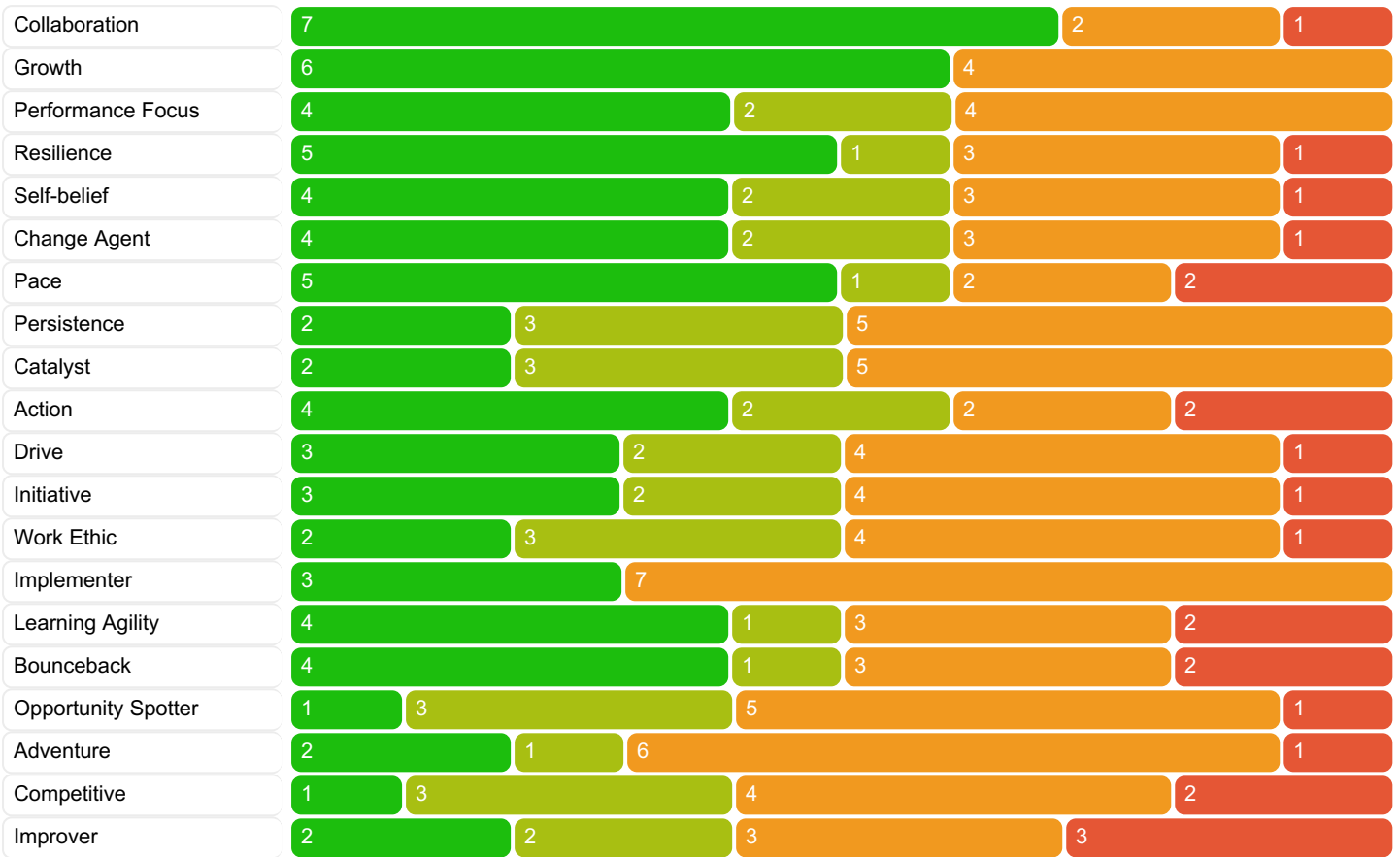
Total team size: 10

34.0%

17.0%

38.0%

11.0%



✚ **4. Relating** - How we relate to others

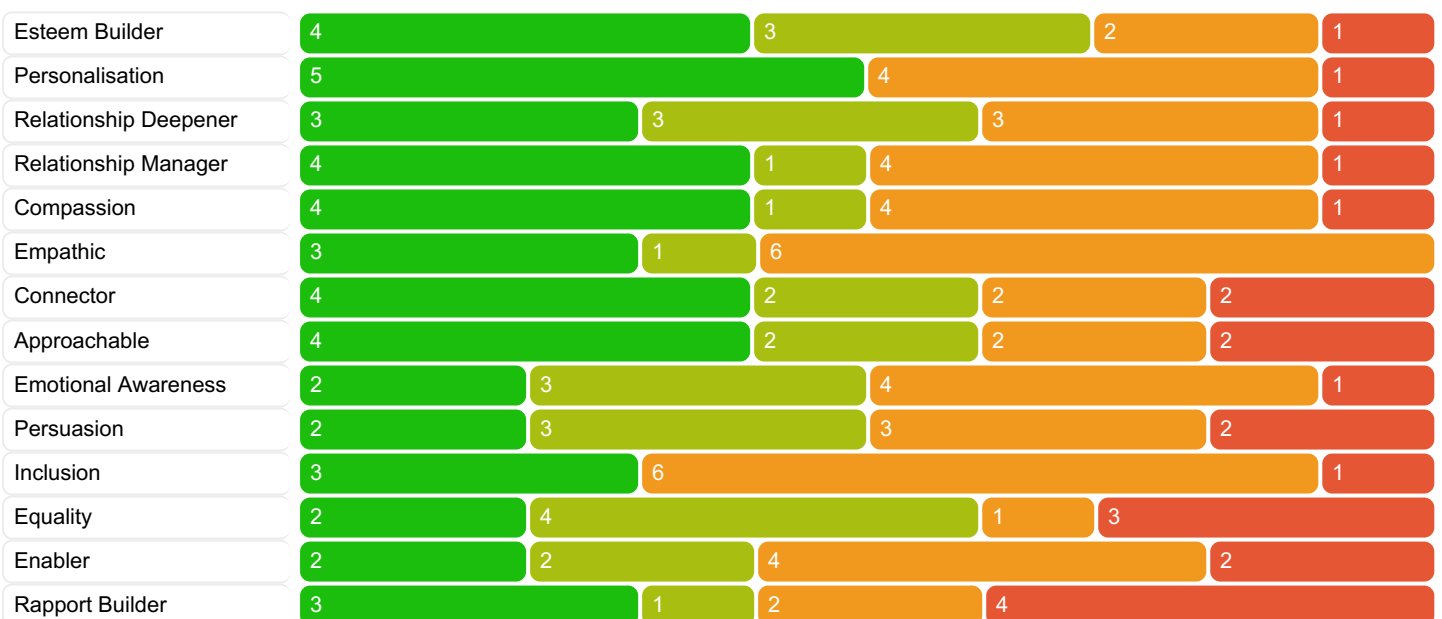
Total team size: 10

32.1%

18.6%

33.6%

15.7%



5. Thinking - Our approach to situations

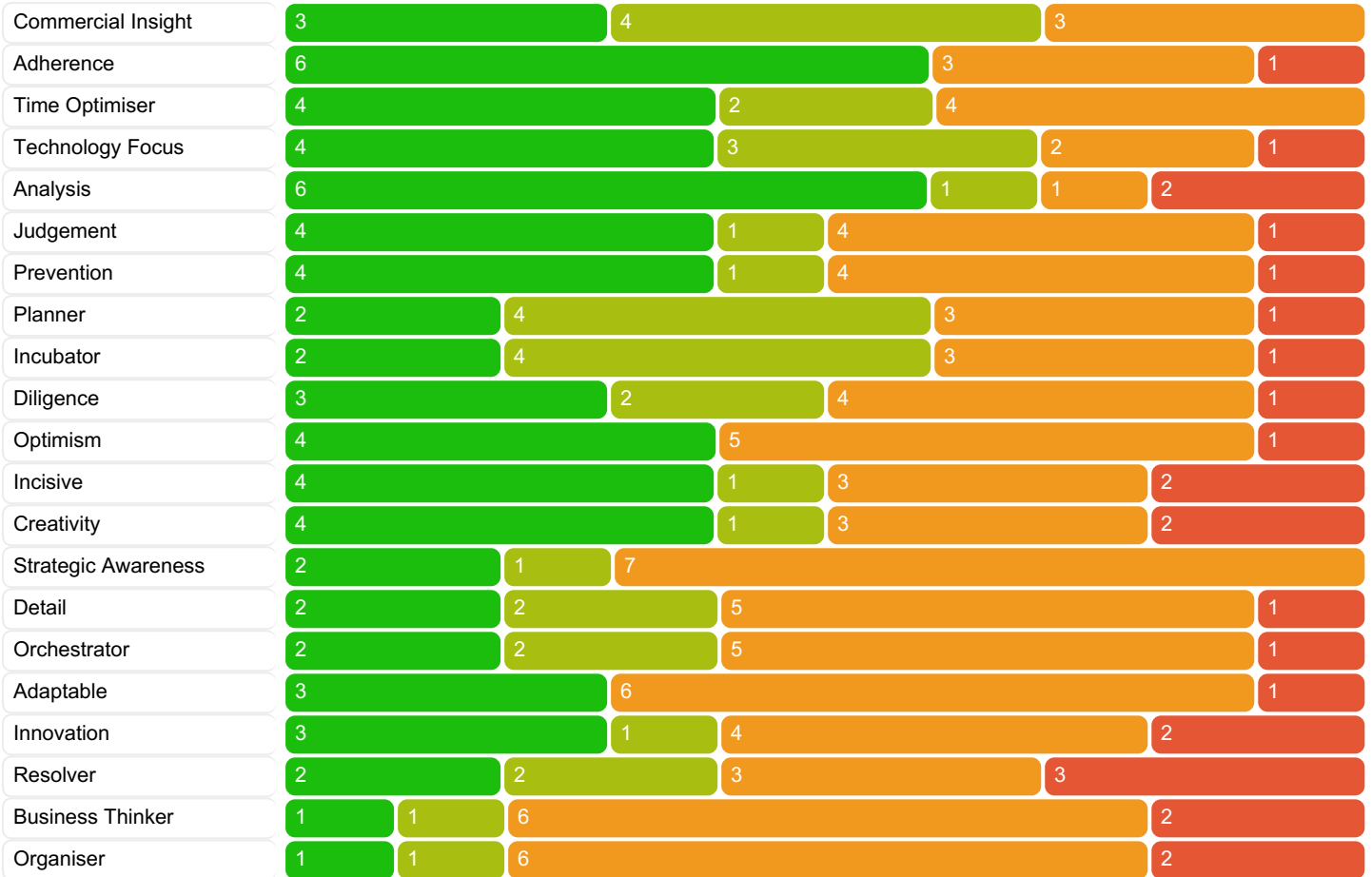
Total team size: 10

31.4%

16.2%

40.0%

12.4%



Team Skills Ranked

Below is a ranked list of your team's combined skills, by category. The circles represent the number of team members for each skill area.

1. Centred	8	0	2	0
2. Unconditionality	6	2	2	0
3. Collaboration	7	0	2	1
4. Growth	6	0	4	0
5. Narrator	6	1	2	1
6. Counterpoint	4	3	3	0
7. Explainer	5	1	4	0
8. Commercial Insight	3	4	3	0
9. Adherence	6	0	3	1
10. Time Optimiser	4	2	4	0
11. Performance Focus	4	2	4	0
12. Gratitude	4	2	4	0
13. Listener	4	3	2	1
14. Technology Focus	4	3	2	1
15. Analysis	6	1	1	2
16. Service	2	5	3	0
17. Esteem Builder	4	3	2	1
18. Resilience	5	1	3	1
19. Courage	4	1	5	0
20. Self-belief	4	2	3	1
21. Change Agent	4	2	3	1
22. Curiosity	5	0	4	1
23. Personalisation	5	0	4	1
24. Pace	5	1	2	2
25. Authenticity	3	3	3	1
26. Relationship Deepener	3	3	3	1
27. Persistence	2	3	5	0
28. Judgement	4	1	4	1
29. Prevention	4	1	4	1
30. Relationship Manager	4	1	4	1
31. Catalyst	2	3	5	0
32. Compassion	4	1	4	1
33. Planner	2	4	3	1
34. Empathic	3	1	6	0
35. Incubator	2	4	3	1
36. Action	4	2	2	2
37. Connector	4	2	2	2
38. Approachable	4	2	2	2
39. Diligence	3	2	4	1
40. Legacy	3	2	4	1

Team Skills Ranked

Below is a ranked list of your team's combined skills, by category. The circles represent the number of team members for each skill area.

41. Feedback	5	0	3	2
42. Drive	3	2	4	1
43. Initiative	3	2	4	1
44. Humility	3	2	4	1
45. Optimism	4	0	5	1
46. Work Ethic	2	3	4	1
47. Personal Responsibility	4	1	3	2
48. Implementer	3	0	7	0
49. Incisive	4	1	3	2
50. Learning Agility	4	1	3	2
51. Bounceback	4	1	3	2
52. Emotional Awareness	2	3	4	1
53. Creativity	4	1	3	2
54. Strategic Awareness	2	1	7	0
55. Humour	1	4	4	1
56. Detail	2	2	5	1
57. Self-awareness	2	2	5	1
58. Writer	4	0	4	2
59. Mission	2	2	5	1
60. Orchestrator	2	2	5	1
61. Adaptable	3	0	6	1
62. Persuasion	2	3	3	2
63. Inclusion	3	0	6	1
64. Opportunity Spotter	1	3	5	1
65. Equality	2	4	1	3
66. Innovation	3	1	4	2
67. Adventure	2	1	6	1
68. Moral Compass	2	1	6	1
69. Credibility	2	2	4	2
70. Enabler	2	2	4	2
71. Customer Champion	1	2	6	1
72. Competitive	1	3	4	2
73. Spotlight	2	2	3	3
74. Resolver	2	2	3	3
75. Improver	2	2	3	3
76. Rapport Builder	3	1	2	4
77. Social Adaptability	2	1	4	3
78. Business Thinker	1	1	6	2
79. Organiser	1	1	6	2
80. Pride	1	2	4	3

Maximising Your Team's Top Skills



Use the tips below to develop your top ranked skills even further.

1 Centred

- Get the team involved in difficult negotiations or emotional conversations. People will trust your confident decision-making so use it to influence stakeholders or move people to action during projects.
- Encourage the team to lead by example during high-pressure situations. Ask them to share progress, key insights and confidence in the situation regularly to alleviate any concerns.

2 Unconditionality

- Encourage team members to ask stakeholders questions to understand their perspectives and motivations. Create a safe space where diverse viewpoints are respected and valued.
- Demonstrate patience, empathy, and acceptance during team interactions. Actively acknowledge and celebrate differences, sharing how their unique skills contributed to success.

3 Collaboration

- Complement each other's skills. Put together strong project teams that cover a diverse range of expertise across delivery, budgets, product and those who are client facing.
- Work with other teams to find out which processes or innovative solutions work well. Collaborate on improvement ideas cross functionally to ensure wider company buy-in and future impact.

4 Growth

- Assign challenging projects that push team members out of their comfort zones and expand their skill sets. Rotate responsibilities to keep learning continuous and professional development a priority.
- Support access to courses, books, podcasts, or conferences for the team to develop their skills. Give them the freedom to explore work topics that spark their interest, even beyond immediate job roles.

5 Narrator

- Effective communication involves engaging others. Encourage the team to ask questions, invite feedback and adapt their message based on audience responses for compelling storytelling.
- Align the team's stories with strategic organisational goals. Encourage them to use storytelling to inspire action, convey purpose, simplify complex ideas or strengthen team and customer connections.

6 Counterpoint

- Encourage the team to challenge people's suggestions constructively at the ideas stage, ensuring each option has been fully considered. Show appreciation and value ideas shared, even when they cannot be taken forward.
- Ask team members to take up different roles during healthy solution or product debates. Have champions arguing for unconventional, risky, innovative and sustainable approaches.

7 Explainer

- Get the team leading on product concepts, implementation guidelines or marketing communication. Encourage presentations, peer learning or mentoring. Stress the need for clarity and simplification.
- Let the team know it's okay to stop and ask questions, even in fast-paced situations. Building a culture where clarity is prioritised over speed helps promote and reward considered outcomes.

8 Commercial Insight

- Work with customers or stakeholders to understand and solve their challenges in the most cost-effective way. Review their priorities, budgets and find creative ways to make profit and reduce costs.
- Use KPIs measure the effectiveness of the team's work. Track progress and resources and make informed adjustments as needed to achieve further ROI and financial success.

Development Tips For Your Team's **Lowest Skills**



Use the tips below to manage the impact and improve your lowest scoring skills.

1 **Pride**

- Identify areas where effort can be optimised in the team without compromising quality. Introduce tools, processes or best practices that streamline project work while maintaining high standards.
- Ensure that high standards don't lead to burnout. Find ways of balancing the team's workloads, setting realistic expectations and allowing time for recovery between demanding projects.

2 **Organiser**

- Encourage the team to step away from strict organisational routines to spark creativity and fresh ideas. Regular breaks from process for moments of creative thinking will prevent fatigue.
- When starting projects, involve the team in defining tasks, responsibilities and deadlines. Establish habits and processes to ensure organisation is easy to maintain. Leave nothing to guesswork.

3 **Business Thinker**

- Ensure team members stay informed about business operations. Offer opportunities to learn from different departments by attending strategy meetings or working on cross-functional projects.
- Share responsibility for business updates. Task one member each week to collate updates from other departments about their progress, so the team are kept informed about diverse business operations.

4 **Social Adaptability**

- Help the team be better prepared by reading body language, understanding context and recognising their own emotions. It's acceptable to also ask someone how they are feeling or doing, too.
- Remind team members that while behavioural flexibility is valuable, they don't need to change in every situation and with everyone. Balancing this will ensure conversations are authentic.

5 **Rapport Builder**

- Prioritise meaningful connections rather than feeling the need to engage with everyone. Manage energy levels by adding value to key relationships in ways that utilise more of the team's strengths.
- Recharge building rapport. Diversify how the team connects with others. Encourage downtime and quiet work periods or share networking responsibilities among the team.

6 **Improver**

- Help the team focus on high-impact changes rather than constantly chasing every possible improvement. Teach them to distinguish between essential optimisations and unnecessary refinements.
- When using new technologies, solutions or approaches, encourage knowledge-sharing among the team. Often, the best improvements come from collective efforts.

7 **Resolver**

- Maintain a balance of high-intensity problem-solving and lower-stress tasks for the team. Allow time to recharge between challenges to keep them motivated and encourage fresh solutions.
- Remind the team that creative problem-solving should be shared. Ask lots of "Why" questions to get to the root cause, offer different viewpoints and challenge assumptions. Test solutions first.

8 **Spotlight**

- Build confidence with low-pressure speaking or presenting opportunities and ask the team to give feedback. Rotate chairing team or project meetings for practice and celebrate effort not perfection.
- Get team members to call on their other strengths, such as Narrator or Humour. Try sharing the presentation to maintain energy and limit nerves, with confident individuals sharing techniques.

Building a Skills-based Team

High-performing teams empower members to leverage their strengths for mutual success. Use these strategies to integrate skills into your team culture.

Strengthspot

Recognise and highlight strengths in real time. Be specific about observations, contributions, and the strengths itself to reinforces positive behaviour and motivation.

Skills conversations

Embed skills conversations into your culture by reflecting on wins, challenges and upcoming goals. It will foster deeper connections and collaboration.

Be inclusive

Provide equal skill development opportunities. Form diverse teams that drive improved problem-solving and innovation.

Promote collaboration

Encourage teams to maximise strengths and support weaknesses collectively, reducing overload and use on one person.

Unlock potential

Ask team members: What would you love to do more of? What new responsibilities excite you? Align work with strengths and aspirations to foster growth.

Evaluate team culture

If multiple team members rely on the same learned skills, it may indicate inefficiency. Review systems and structures to remove unnecessary strain.

Work flexibly

Help individuals maintain energy by scheduling challenging tasks between enjoyable ones to boost motivation and efficiency.

Address any impact

Acknowledge weaknesses, but don't focus on fixing them. Instead, identify how they impact the team and find ways to mitigate challenges by leveraging strengths.

Progress over perfection

If a team member needs to perform a task that aligns with a weakness then 'good enough' is often sufficient. Avoid overinvesting effort in areas unlikely to become strengths.

The Skills Families

Review how different skill areas appear in the team within the 5 Skills Families. Identify preferences, energy levels and gaps, and then create a plan to develop the skills required for the team goals.

80 Skills Definitions

Skills Families



Action
You feel compelled to act immediately and decisively, being happy to learn as you go.



Compassion
You really care about others, doing all you can to help and sympathise.



Adaptable
You love to meet changing demands and find the best fit for your needs.



Competitive
You are constantly competing to win, wanting to perform better than others.



Adherence
You love to follow processes, operating firmly within rules and guidelines.



Connector
You make connections between people, instinctively making links and introductions.



Adventure
You love to take risks and stretch yourself outside your comfort zone.



Counterpoint
You always bring a different viewpoint to others, whatever the situation or context.



Analysis
You love to analyse things, working out what is happening and why.



Courage
You overcome your fears and do what you want to do in spite of them.



Approachable
You are open and accessible, readily approachable to others.



Creativity
You strive to produce work that is original by creating and combining things in imaginative ways.



Authenticity
You are always true to yourself, even in the face of pressure from others.



Credibility
You gain the confidence and trust of others with your professionalism.



Bounceback
You use setbacks as springboards to go on and achieve even more.



Curiosity
You are interested in everything, constantly seeking out new information and learning more.



Business Thinker
You have a keen interest in business, understanding how it operates.



Customer Champion
You love to represent customers' and stakeholders' interests.



Catalyst
You love to motivate and inspire others to make things happen.



Detail
You naturally focus on the small things that others easily miss, ensuring accuracy.



Centred
You have an inner composure and self-assurance, whatever the situation.



Diligence
You stay focused on repetitive tasks, double-checking things are correct.



Change Agent
You are constantly involved with change by advocating and making it happen.



Drive
You are self motivated and push yourself hard to achieve what you want out of life.



Collaboration
You enjoy achieving results by working as part of a team.



Emotional Awareness
You are acutely aware of the emotions and feelings of others.



Commercial Insight
You are focused on bottom-line impact and commercial success.



Empathic
You feel connected to others through your ability to understand what others are feeling.



80 Skills Definitions

Skills Families



Enabler

You create the conditions for people to grow and develop for themselves.



Initiative

You take the initiative and make decisions, to get things started.



Equality

You ensure that everyone is treated equally and pay attention to fairness.



Innovation

You approach things in ingenious ways, coming up with new and different approaches.



Esteem Builder

You help others to believe in themselves and see what they are capable of achieving.



Judgement

You enjoy making decisions and are able to make the right decision quickly and easily.



Explainer

You are able to simplify things so that others can understand.



Learning Agility

You learn things quickly, applying your learning in new situations.



Feedback

You provide fair and accurate feedback to others to help them develop.



Legacy

You want to create things that will outlast you, delivering a sustainable positive impact.



Gratitude

You are constantly thankful for the positive things in your life.



Listener

You are able to focus on and listen intently to what people say.



Growth

You are always looking for ways to grow and develop, whatever you are doing.



Mission

You pursue things which give you a sense of meaning and purpose in your life.



Humility

You are happy to stay in the background, giving others credit for your contributions.



Moral Compass

You have a strong ethical code, always acting in accordance with what you believe is right.



Humour

You see the funny side of almost everything that happens - and make a joke of it.



Narrator

You love to tell stories and see the power of them to convey insights.



Implementer

You love to turn ideas and plans into practical solutions.



Opportunity Spotter

You consistently find and grasp new opportunities as they arise.



Improver

You constantly look for better ways of doing things and how things can be improved.



Optimism

You always maintain a positive attitude and outlook on life.



Incisive

You instinctively see through complexity to identify the key issues.



Orchestrator

You like to co-ordinate people and resources to get things done.



Inclusion

You ensure people are included and feel part of the group or team.



Organiser

You are exceptionally well organised in everything you do.



Incubator

You love to think deeply about things to arrive at the best conclusion.



Pace

You love to work at pace, getting things done quickly.



80 Skills Definitions

Skills Families



Being



Communicating



Motivating



Relating



Thinking



Performance Focus

You enjoy ensuring people deliver performance.



Resolver

You love to solve problems, the more difficult the better.



Persistence

You achieve success by keeping going even when things are difficult.



Self-awareness

You know yourself well, understanding your own emotions and behaviour.



Personal Responsibility

You take ownership of your decisions and hold yourself accountable for your promises.



Self-belief

You are confident in your own abilities, knowing that you can achieve your goals.



Personalisation

You recognise everyone as a unique individual, noticing their subtle differences.



Service

You are constantly looking for ways to serve and help others.



Persuasion

You enjoy bringing others round to your way of thinking, to win agreement from them.



Social Adaptability

You naturally adapt your behaviour to different social situations.



Planner

You make plans for everything you do, covering all eventualities.



Spotlight

You love to be the focus of everyone's attention by speaking up.



Prevention

You think ahead, to anticipate and prevent problems before they happen.



Strategic Awareness

You pay attention to the wider factors and bigger picture to inform your decisions.



Pride

You strive to produce work that is of the highest standard and quality.



Technology Focus

You focus on technology, keeping up to date with new developments.



Rapport Builder

You establish rapport and relationships with others quickly and easily.



Time Optimiser

You maximise your time, to get the most out of whatever time you have available.



Relationship Deepener

You have a natural ability to form deep, long lasting relationships with people.



Unconditionality

You accept people for who and what they are, without ever needing to judge them.



Relationship Manager

You build and maintain relationships with people to achieve objectives.



Work Ethic

You are very hard working putting a lot of effort into everything you do.



Resilience

You take hardships in your stride, recovering quickly and getting on with things again.



Writer

You love to write, conveying your thoughts and ideas through the written word.

