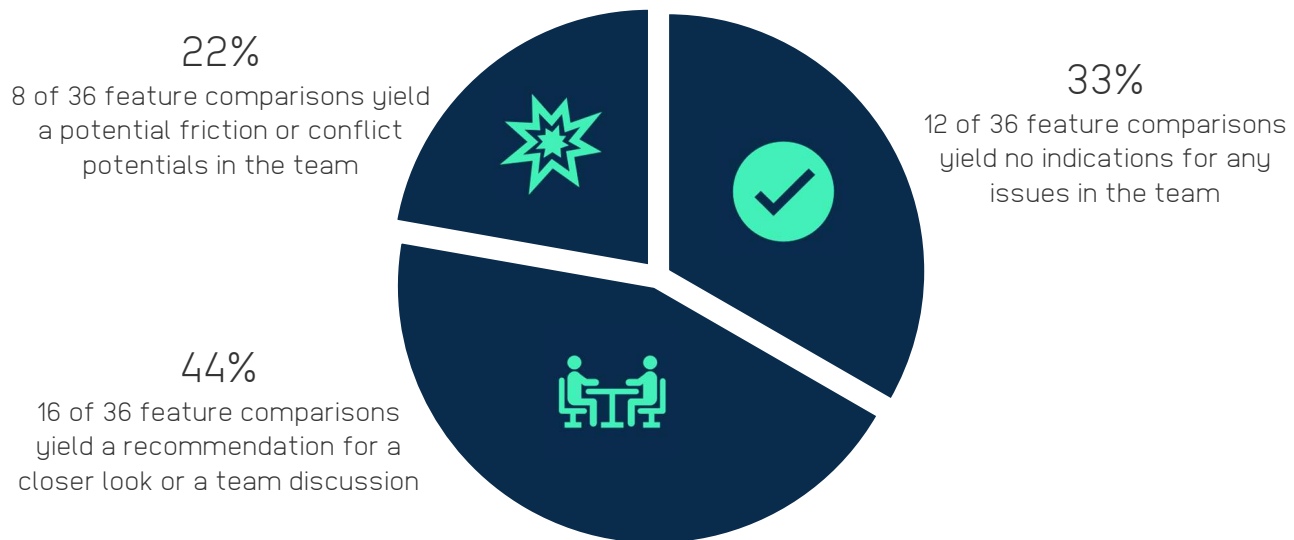


Your Team Assessment Highlights: Moby & Dick



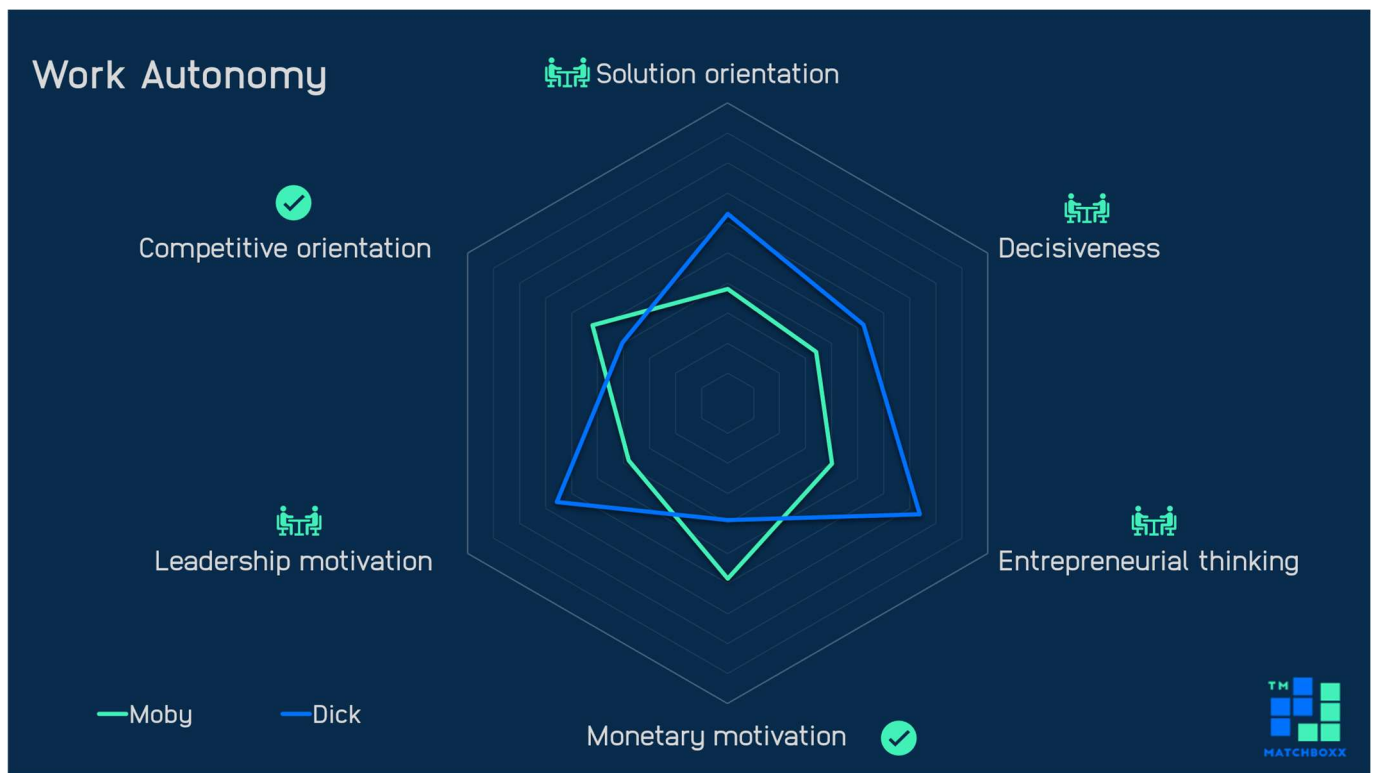
Results Overview: All 6 Dimensions



	No indication for any issues in the team
	Recommendation for a closer look or team discussion
	Frictions or conflict potentials are likely

A detailed explanation and interpretation of the comparisons by each personality feature is provided below.

For details on tm matchboxx and the underlying methodology, visit www.matchboxx.eu



Solution orientation

You seem to differ in this respect: What one partner appears to bring in pragmatism, the other partner may bring in adherence to and firmness in principles. Since the measured deviation is quite large, the desirable degree of enriching friction may occasionally be exceeded. The team should take a closer look at the constellation and, if need be, take it into account when cooperating.

Decisiveness

Neither of you seems particularly capable of taking swift decisions and you may both take rather more than less time to weigh them. While there are slight differences in the values measured, you may both tend to be reluctant to take decisions based on incomplete information. In a team constellation, tensions may be rather unlikely but there may be a tendency to delay decisions.

Entrepreneurial thinking

As a team, you appear to dispose of comparatively strong entrepreneurial thinking. While you both seem to feel comfortable defining and prioritizing required work, this preference appears to be strongly different in intensity. A potential mutual complementation is conceivable here. However, significant tension may also arise as a consequence. In team constellations, it seems quite advisable to assign clear roles to the teammates.

Monetary orientation

With slight deviations in measured values, you both seem to regard the goal of making money on a similar level to other goals (environment, social, collegiality). The conceivable potential for conflict in this regard is probably manageable with reasonable effort.

Leadership motivation

You seem to differ in terms of autonomy and aspiration to leadership roles - with the likely result that conflicts over leadership roles remain rare. This probable difference could also result in different work styles, which may need to be taken into account and coordinated to allow smooth co-operation.

Competitive orientation

Despite slight differences in measured values, you both seem to share a rather low degree of competitiveness. It is highly probable that you will display solidarity in team constellations, being easily capable of subordinating your own egos to other people or to a common goal. Additionally, you both may find excessive competitive behavior shown by others rather irritating possibly regarding it as a potential disturbance for the actual goals of the work at hand.



Innovative strength

While one of you seems to dispose of very strong innovator qualities, constantly producing new ideas and regarding innovation as an essential part of their work, the other partner is more likely to rely much more on tested and traditional concepts, being less likely to be a regular source of ideas. On the one hand, there is potential for conflict but also for mutual complementarity in a team constellation. Open exchange about such constellation seems advisable.

Aesthetic interest

While one of you appears quite willing to spend a significant part of their time (and money) on things that are considered 'only beautiful' and may not be associated with any 'other tangible use', such tendency is likely to be much less pronounced in the other partner. As the discrepancy of your results is quite strong there could be significant potential for tension among the partners. With a conscious distribution of roles in the team, however, conversion into complementarity is also conceivable.

Emotionality

You both seem to be mostly rational types who tend to think about consequences before acting or reacting. While you are probably both not unfamiliar with emotional reactions, you are both unlikely to allow them to yourselves in a professional environment. You are both likely to attach higher importance reasoning and objectivity than to feelings. Since the discrepancy of your results in this regard is extremely small, it is very likely that you will get along well here.

Willingness to change

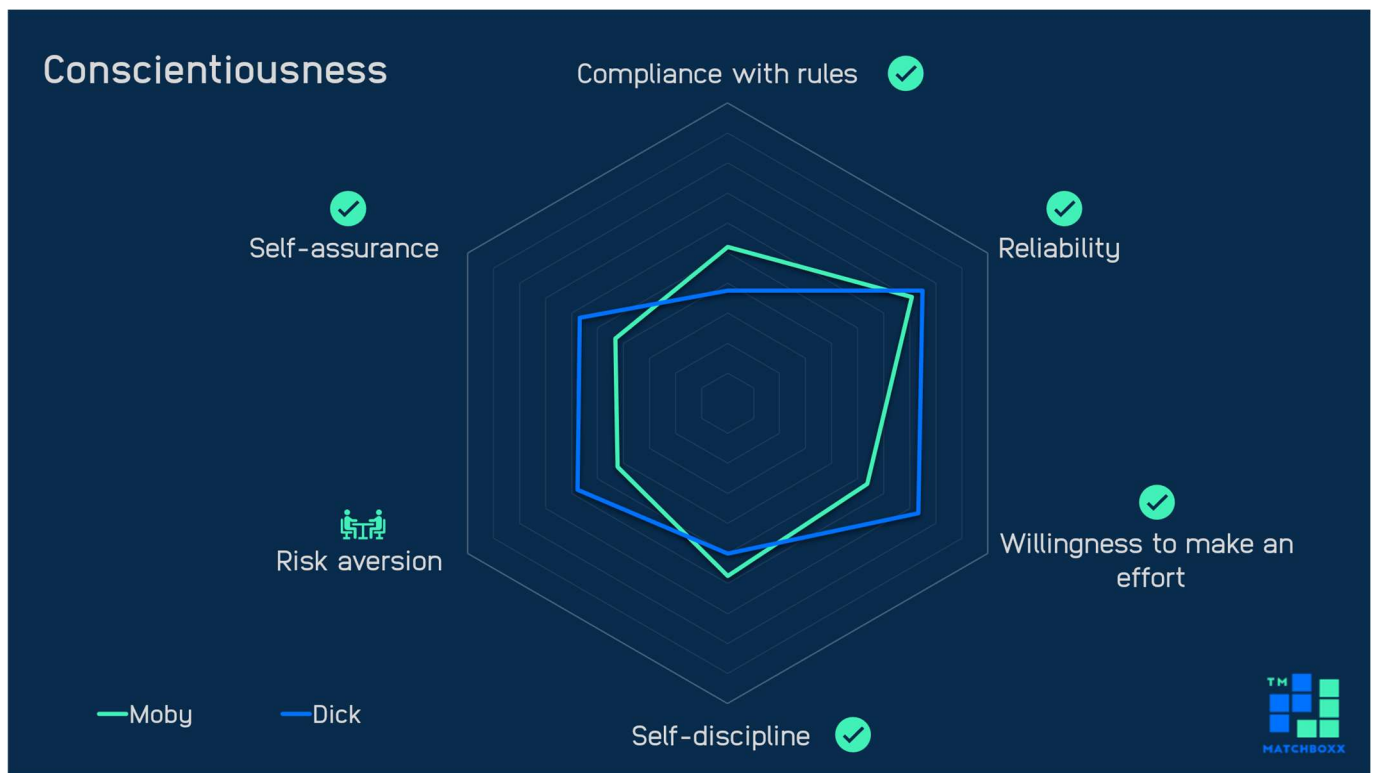
With regard to your openness to change, you seem to differ greatly: while one of you sees change as a prerequisite for improvement, the other partner is very likely to be much more conservative. Greater tension may arise here, which may also exceed the desired level of positive friction among the partners. An open exchange about this constellation in the team seems advisable.

Universality

Your respective tendency to develop skills in a distributed manner or to specialize seem to be very different. While one of you is very likely to regularly take on tasks that are outside your own area of competence, the other partner here is probably more inclined to hand over such tasks to others. Due to the solid common level, a mutual complementation or natural distribution of roles at team level seems quite possible. However, the differences in the values are so strong that there could also be a greater need for coordination or tensions.

Diversity tolerance

While one of you seems to react relatively defensively to otherness and may also regard it as an attack on own values, the other partner seems to possess a much more pronounced natural tolerance here. Potential conflicts could exist both in the relationship between a team formed by you and (possibly different) third parties, as well as in the internal relationship between the team members.



Compliance with rules

You both seem to complete your work within the existing rules as long as the rules make sense to you and complying doesn't result in significant additional effort or other unpleasant consequences. If you are not convinced of the rules, however, you could also easily 'deviate' and want to look for your own - non-compliant - way to achieve the goal. Since you seem to be relatively similar in this pragmatic approach, there are only limited indications of conflict potential between the team partners. Tensions could arise, however, between the team and third parties (e.g. if the team breaks the rules).

Reliability

You seem extremely reliable, both as a team and as individuals. When you have an agreement with someone, you both seem to do almost anything to keep it. There are no indications of any significant potential for conflict here.

Willingness to make an effort

Your willingness to make an effort seems solid, with slight deviations. Faced with new projects or initiatives, you will most likely look for your own contribution and will probably not be put off by additional work required. The solid and mostly shared level of your results suggests only limited tension potential in this area.

Self-discipline

You both seem to have the more or less pronounced ability to keep up your motivation even when processes drag on or intermediate goals are not achieved as expected. Since the discrepancy in your results is limited in this regard, there are no indications of significant potential for conflict or of a greater need to complement each other in the team.

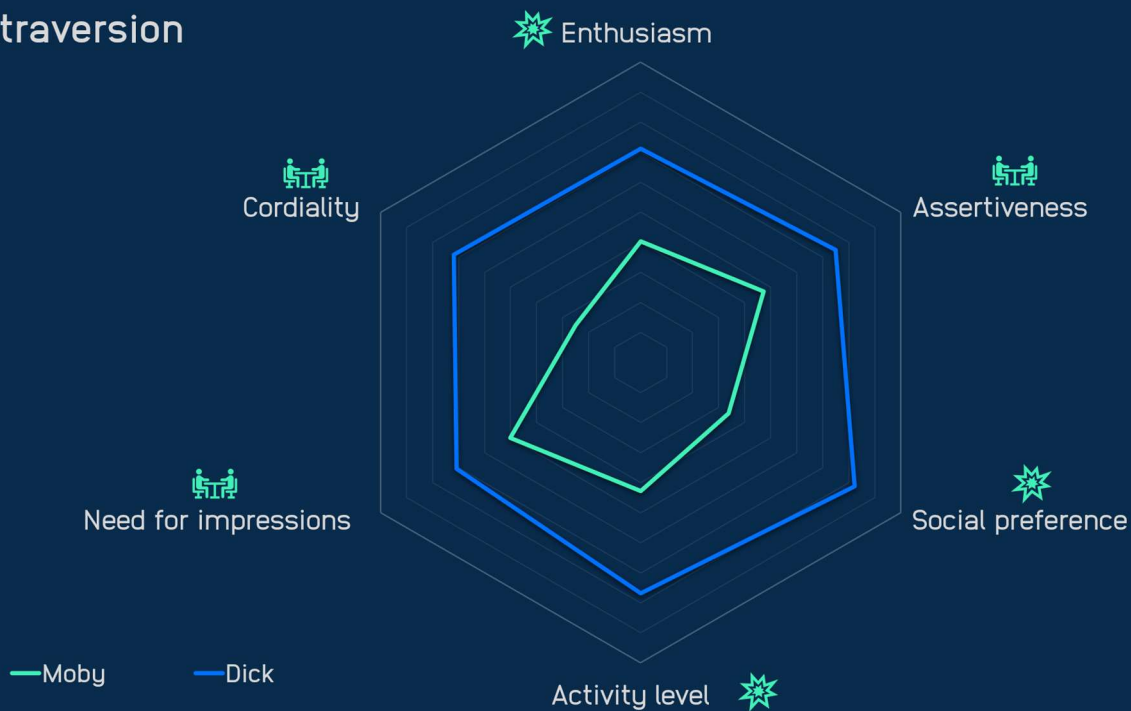
Risk-aversion

While one of you seems to dispose of a fairly pronounced risk aversion, the other partner here could be much more willing to take (significant) risk. When cooperating, such a constellation could result in tensions possibly exceeding the desirable level of constructive friction in the team. A closer examination and discussion of the constellation seems advisable.

Self-assurance

You seem confident in your abilities, both as a team and as individuals. With solid overall results and only minor deviations, there are hardly any indications of tension potential in this regard.

Extraversion



Enthusiasm

While one of you seems to be open to new initiatives, the other partner might be generally more skeptical. Since your results differ greatly in this regard, there could be tension potential in the team in joint decision-making processes about innovations or in general when dealing with change. A closer examination of the constellation in the team seems advisable.

Assertiveness

While one of you seems to be easily able to subordinate their own position to a perceived majority opinion, the other partner could be more likely to have a greater interest in asserting their own position. Because of the variance between your results, there may be a tendency towards a natural role distribution (dominance vs. restraint). The team should discuss the constellation and, if necessary, take it into account when working together.

Social Preference

Caution: while one of you seems to have a strong preference for group work and regular, close communication with the other team members, the other partner may have significantly lesser (communication) needs here. The strong difference between your results suggests a significant potential for tension that should definitely be taken into account and, if necessary, included in a regular communication process when cooperating.

Activity level

While one of you seems to dispose of a rather high basic pace and a stronger tendency to actively participate in a variety of different initiatives and projects, the other partner might display a much more moderate activity level here. For a team constellation, this could lead to greater tension, since the different basic speeds could be perceived as a stress factor by both sides. A conscious examination of the constellation and, if necessary, a corresponding distribution of tasks is definitely recommended in case of a cooperation.

Need for impressions

While one of you appears to have a greater need for more stronger sensations and/or information about others, the other partner is likely to be more undemanding in this regard. Problem potentials could arise in connection with longer phases of low-stimulation work. However, there is also potential here for mutual compensation within the team. The team should deal with the constellation and, if necessary, strive for an adaptation of roles corresponding to respective preferences.

Cordiality

While one of you seems to have a strong tendency to be reserved towards new people, the other partner could need significantly less time and be much more at ease in connecting with other people. The strong difference in your results suggests both tension and mutual compensation potential. The team should deal with the constellation and, if necessary, strive for a corresponding distribution of roles and/or external reinforcement.



Confidence

While one of you seems to approach new people in an extremely positive manner and be able to confidently delegate tasks to others, the other partner is likely to be much more skeptical here. Although your results are at a solid upper level, the strong discrepancy indicates a possibly fundamentally different approach, which could also hold greater potential for tension for the team. The partners should consciously exchange ideas here and, if necessary, take the constellation into account for an appropriately adapted allocation of roles.

Need for Consensus

You both seem to be rather consensus-seeking. When working with others, you are both more likely to look for similarities than differences. A good working atmosphere seems to be an important part of collaboration for both of you. Since your scores are very similar in this regard, there are no indications of significant potential for conflict neither between the team members nor between your team and third parties.

Empathy

While one of you seems to have a strong natural ability to empathize with and consider the needs of others, the other partner's empathic skills are likely to be significantly less developed. Although your results are high overall, the stark disparity suggests regular tensions in this area may be more likely than opportunities for complementarity. The partners should deal with the constellation and, if necessary, provide for a correspondingly adapted distribution of roles in the team.

Altruism

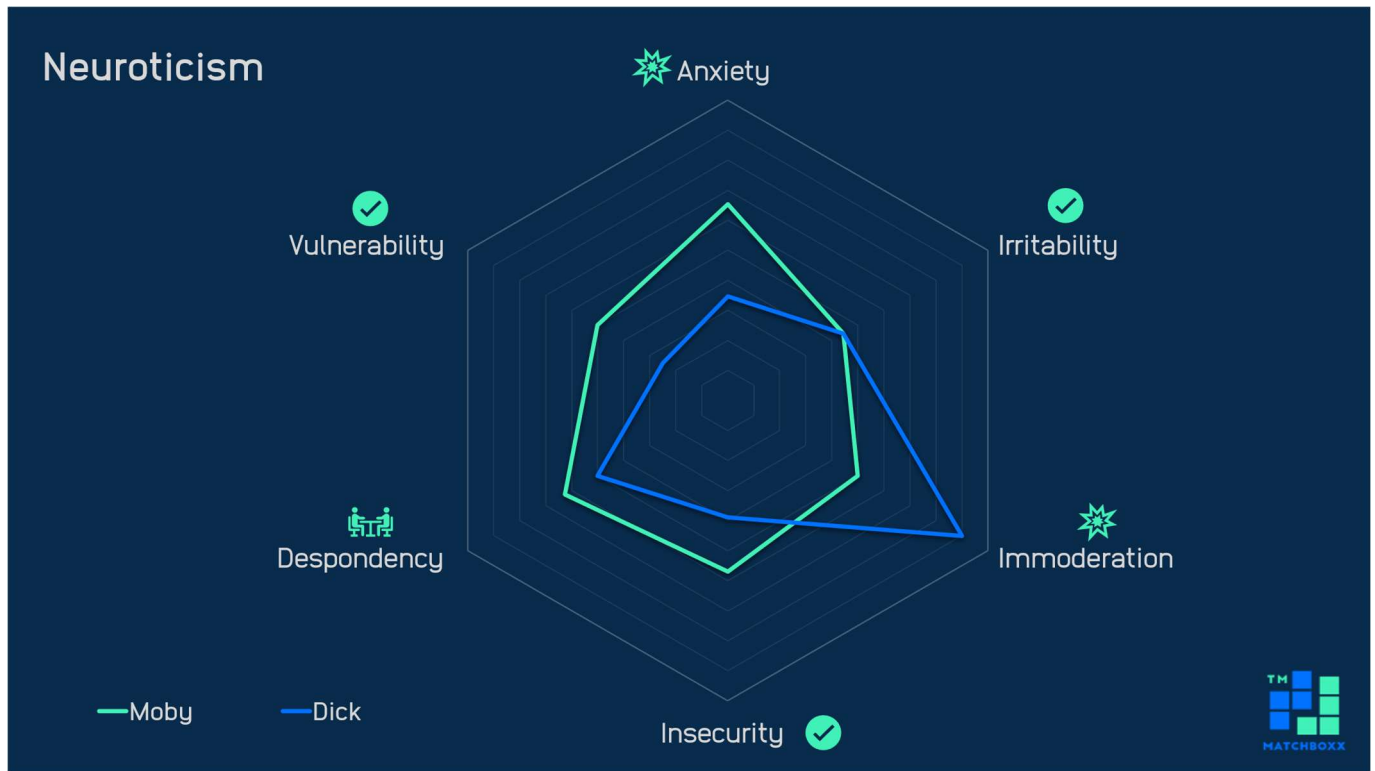
While helping seems to be a matter of course without conditions for one of you, the other partner is likely to have a much less altruistic attitude here. Since your results vary greatly in this respect, but are at a solid level overall, there could be potential for mutual compensation as well as for greater tensions between the partners. A closer look at the constellation in the team seems advisable.

Modesty

While one of you seems to be able to share own successes with ease and may even have a preference for celebrating achievements in a team, the other partner may have a greater preference for emphasizing their individual contributions. The discrepancy in your scores suggests potential tensions; However, the general level is rather high, so that mutual compensation potentials are also conceivable here. The team should review the constellation and, if necessary, strive for a correspondingly adapted role allocation among the team members.

Patience

While one of you seems to be able to stay patient even in lengthy work or planning processes and to take care of details and completeness even under time pressure, this could be much more difficult for the other partner. Due to the strong discrepancy, potential for conflict is likely despite the solid overall level of your scores. The team should take a closer look at the constellation and, if need be, take it into account when assigning roles in the cooperation.



Anxiety

While one of you seems to be more worried and more easily feel uncalm in situations where he/she is not in complete control, the other partner is likely to find that much easier. The relatively high overall level of your results points to possible tension potentials that may only be compensated to a limited extent by the discrepancy. The partners should absolutely review the constellation in this area and, if necessary, consider suitable measures (e.g. strengthening the team) when cooperating.

Irritability

Both of you seem to have rather cool tempers, dealing with stressful situations mostly without apparent impulsiveness or strong expressions of emotion. In most cases, there is a high probability that you will be able to control your emotions and keep them out of professional contexts. Since your results are very similar at a rather low level, there are no indications of greater tension potential in the team.

Immoderation

While one of you may seem to succumb to temptation fairly easily, with self-control and adhering to measures deemed appropriate likely to require effort and discipline, there is a high probability that the other partner may find that much easier. Due to the strong differences and the quite high general level of your results, tension potentials in the team are very likely here. The partners should actively deal with the constellation and, if necessary, take it into account when cooperating.

Insecurity

Insecurity, self-doubts or embarrassment seem to be rather weak in both of you. Your need for recognition by others is likely to be relatively limited. As your results differ only slightly at a moderate level, there is limited indication of tension potentials among the partners here.

Despondency

You both seem to have a stronger or weaker tendency to feel low, be depressed, or lack energy. Due to the small deviation in your values, there is probably mutual understanding in this regard, but possibly also only limited potential for mutual complementation. The partners should discuss the constellation in this area and, if necessary, take it into account when cooperating.

Vulnerability

While one of you seems to have a proverbial 'thick skin' that makes it difficult for other people to hurt him/her, the other partner is likely to display noticeably greater sensitivity here. Since the overall level of your values remains low, however, mutual complementation potential in this area is more likely than stress potential in the team, despite the discrepancy.