

# Facet5 TeamScape

## Relationship Report AllReports

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**Date** 22/04/2024

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**Company** Facet5

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**Project** TeamScape Relationship Report

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**reserved critical** cooperative questioning **task-oriented**  
forthright **creative** mature goal-focused vigilant independent-thinking  
**considered** non-judgemental



## Introduction

This report focuses on the importance of relationships within teams. It provides practical information on your personality and that of your team members. It can be used as a guide on how to improve and strengthen your relationships with others through understanding and action.

Building great relationships is a practice of commitment. When we seek to genuinely understand a person we are open to both their differences and similarities. It is these contrasting approaches, motivations and styles that create an opportunity to build something with greater impact than we can achieve on our own.

As with all relationships the benefits are often balanced with the risks and potential frustrations of conflicting styles. Commitment to a relationship means a willingness to identify and manage these to the benefit of both parties.

### What does this report show?

This report provides you with a unique perspective on how to build relationships with others in your team. For each person you will find information about their style in contrast to your own. To help understand how these impact you at work we have grouped them into 5 domains relating to the Facet5 Factors as follows:

- Will: Making Decisions and setting Goals
- Energy: Engaging with and Consulting with others
- Affection: A Focus on People and Task
- Control: Managing your work and commitments
- Emotionality: Responding to stress and identifying risk

Within these domains your personality related strengths, risks, frustrations and challenges are provided.



**Strengths:** Strengths of your individual approaches. These require little effort and come naturally to you.

**Risks:** a risk appears when you overplay your strength. It can work against you and impact others, becoming a weakness.

**Frustrations:** these often arise when we work with others that are different to us. They can work differently which can cause tensions that undermine our relationships.

**Challenges:** Your challenges are potential development goals that will support you to build stronger more equitable relationships.

On each domain you are plotted on a scale. These relate to your individual Facet5 scores for that factor. They will assist with helping understand how similar or different you are in your overall approach.

-  You
-  Team Member: their name is located at the top of each page

### Using this report

The information in this report allows you to focus on building relationships with your colleagues through creating a shared understanding of your preferred styles and how they complement or contrast in approach.

Each person's data will be different. This is both in your report but also in your colleagues corresponding report. The data is written from your perspective as is theirs.

Consider the following steps for each person. For a group view, please refer to your TeamScope Profile.

- 1. Reflect:** Read through the report for each person. Highlight those statements that stand out. They can be from any section. Ask yourself;
  - What strengths can we contribute to each others work?
  - What risks do I need to test?
  - What frustrations impact my perception and how can I understand these?
  - What challenge can I take to make a real difference in the relationship?
- 2. Compare:** Organise a time to discuss your observations. Compare your highlighted statements. Where are there areas of agreement and where can you learn from their feedback and explanation? How does this change your perception and approach?
- 3. Plan:** Agree what you can do to build on your relationship. Find those small actions that have the biggest impact. Remember consistency is key.
- 4. Do:** Put the wheels into action. Practice and observe, give feedback and call out successes and areas where more focus and effort is needed
- 5. Review:** Deliberate review is critical. Review your plan and celebrate your successes and decide on what next. Consider making this part of any regular conversation you have. Build a habit of openness, feedback and understanding

## Team Members in this Report

Name	Will	Energy	Affection	Control	Emotionality	Family	Page
AllReports,	6.5	3.2	2.8	3.9	5.9	Architect	
Earp, Conrad	3.8	3.9	1.4	2.6	7.3	Specialist	4
Test1, Nathan	4.1	3.7	3.7	3	7.5	Specialist	5
Zak, Stanley	6	4.4	3.5	3.5	7.1	Architect	6



## myFacet5 a coach in your pocket.

Build Relationship at the touch of a button

myFacet5 allows you to create comparisons of team members on any web enabled device. The information you have in this report is available to you online, anywhere you need it.

For ideas on how to get the best from your Facet5 profile or TeamScope reports, scan the QR code or use the corresponding URL.



URL: <https://qrco.de.myFacet5>

## Will: Decision Making and Goal Setting

Strengths	Risks	Frustrations	Challenges
<b>You...</b>	<b>You may be seen as...</b>	<b>You may be frustrated by...</b>	<b>Your challenge could be to...</b>
you will focus on direction and pace while they suggest options that broaden the discussion	you may force decisions on them before they are ready	you may wish they would offer more challenge and debate	explore their alternatives before making decisions. Incorporate where possible to get the best solution

## Energy: Engaging and Collaborating

Strengths	Risks	Frustrations	Challenges
<b>You...</b>	<b>You may be seen as...</b>	<b>You may be frustrated by...</b>	<b>Your challenge could be to...</b>
you both consider ideas before rushing to implementing	you may not share and develop ideas together, preferring to consider independently	you may find you miss opportunities to collaborate and to bring combined value	limit thinking time and focus on implementation. Talk with each other early and often

## Affection: People and Task Focus

Strengths	Risks	Frustrations	Challenges
<b>You...</b>	<b>You may be seen as...</b>	<b>You may be frustrated by...</b>	<b>Your challenge could be to...</b>
you share their pragmatism but are more likely present options and impacts on people	you may over-simplify situations and associated risks	you may find their approach unimaginative and self serving	encourage broader business thinking, reviewing the impact on people

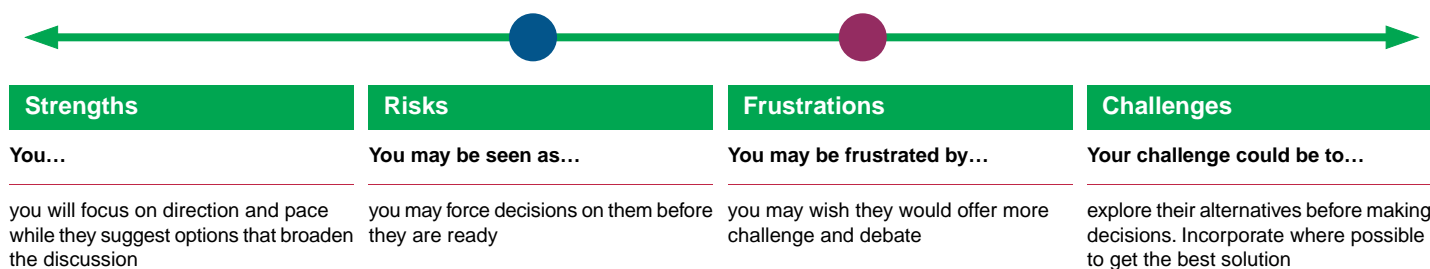
## Control: managing work and commitments

Strengths	Risks	Frustrations	Challenges
<b>You...</b>	<b>You may be seen as...</b>	<b>You may be frustrated by...</b>	<b>Your challenge could be to...</b>
you share their free-thinking approach but can advise caution	you may be easily distracted by new ideas and opportunities	you may find them unreliable as they, like you, juggle multiple activities	focus on finishing and meeting deadlines. Hold each other to account, develop a clear plan

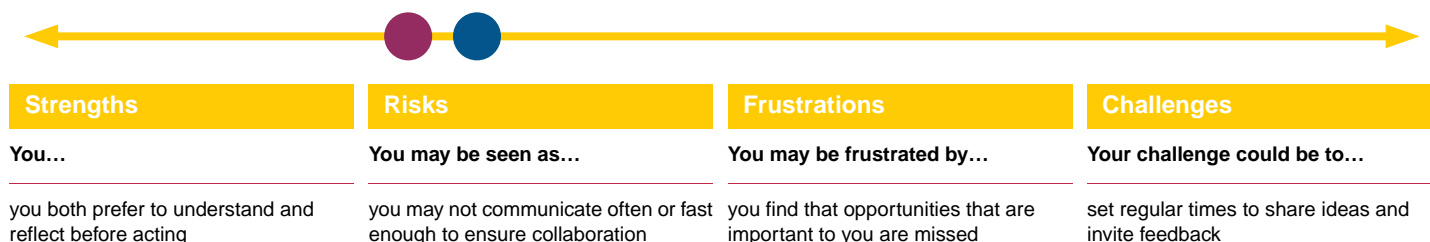
## Emotionality: Identifying risk and managing stress

Strengths	Risks	Frustrations	Challenges
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you are more confident while they are generally more cautious and vigilant	you may not agree which concerns are significant for them	you may feel they create problems by overthinking what could go wrong	acknowledge their concerns and explore them together. Plan a way forward that provides a balanced response

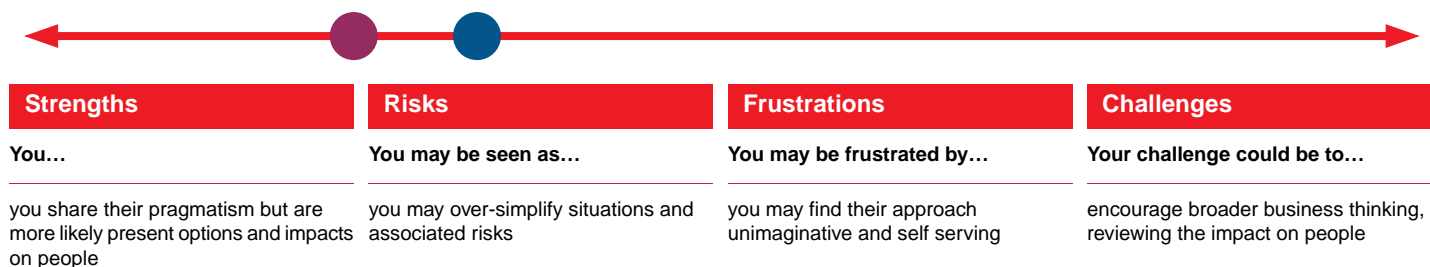
## Will: Decision Making and Goal Setting



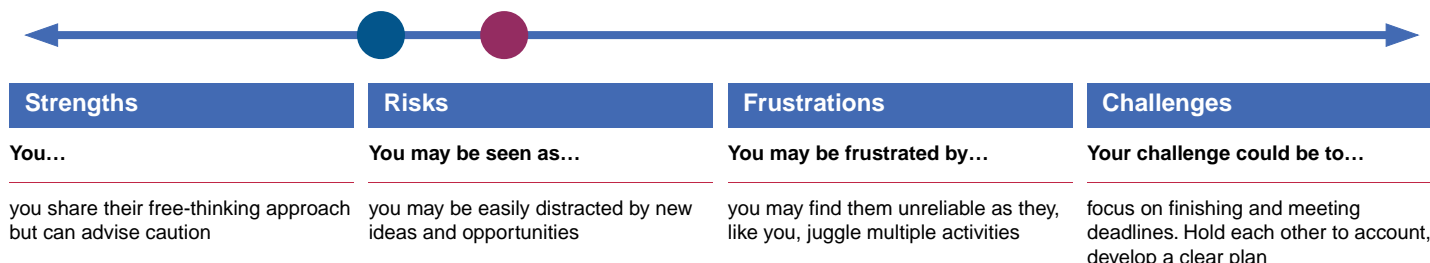
## Energy: Engaging and Collaborating



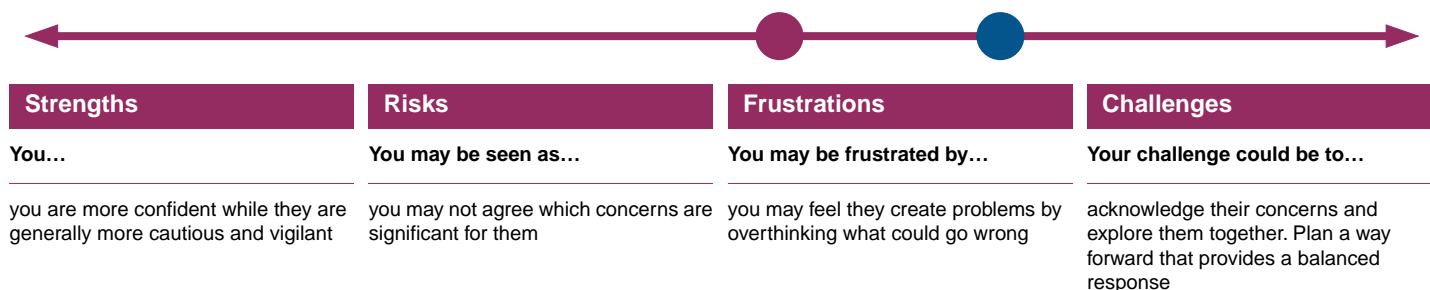
## Affection: People and Task Focus



## Control: managing work and commitments



## Emotionality: Identifying risk and managing stress



## Will: Decision Making and Goal Setting



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you are both decisive and able to defend your choices with a willingness to debate ideas	you may compete for influence and waste time in debate	you may be frustrated by being unable to agree a course of action as they can be just hard to influence as you are	regularly test ideas against facts to increase accuracy. Consider - are you working towards the best outcome?

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## Control: managing work and commitments



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## Emotionality: Identifying risk and managing stress



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<b>You...</b>	<b>You may be seen as...</b>	<b>You may be frustrated by...</b>	<b>Your challenge could be to...</b>
your are both self-assured but they offer a more cautious approach	you may be overly influenced by their self doubt and the potential risks	you may feel they are negative and overly cautious	acknowledge concerns and analyse them rationally. Agree a way forward