

# TOUCHPOINT CHANGE!

How well do you *really* know each other as a team?  
 Would it **speed-up** coming together as a team if you *really* knew each other better?  
 Are you aware of - and do you **make use of** - each individual's strengths and preferred work approach?

This 2-pager describes two **fun and insightful** ways of getting to know each other delivering a team map that outstanding teams will refer to over and over again.

## Team Mapping

### WHY INVEST IN TEAM MAPPING?

**+30%**

*An individual's performance increase if their manager focuses on their strengths*

*Source: Corporate Leadership Council (CLC)*

Have you noticed how a lot of **unnecessary conflict** occurs as people get wound-up by each other's differences?

Wouldn't it be good if the team could use the diversity to be **stronger than just individuals** working independently?

It takes time to get to know each other - and the leader - in a team. It is **difficult** to explain our preferences and strengths - assuming

everyone has that level of self-awareness - never mind see the connections between each other's preferences and strengths.

This is where psychometric tools prove useful. They help people **increase self-awareness, provide a language** to explain preferences, and allow teams to see the bigger picture of how they can all fit together.

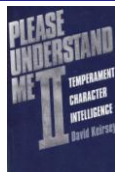
And because the tools focus on preferences and strengths, they create a **positive climate** that stays with the team

**-30%**

*An individual's performance decrease if their manager focuses on their weaknesses*

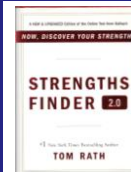
*Source: CLC*

### WHAT ARE OUR TWO 'TEAM MAPPING' TOOLS?



#### 1 - Keirsey

*Building upon the foundations of Myers-Briggs, Keirsey provides a practical and easily observable team map of preferences*



#### 2 - Strengths Finder

*Using an internet-based psychometric finding the 5 unique strengths for each team member, Strengths Finder provides a team with a depth of insight*

#### Which teams is the tool ideal for?

- Teams that haven't used psychometrics *as an entire team* before
- Teams that need **breadth of insight**
- It is not necessary, but it works even better if people have already explored their Myers-Briggs profile. They can then start to focus immediately on the team's profile

- Teams that have shared Myers-Briggs *as a team* before and are ready for the next step
- Teams that have worked together for a while and now need **depth of insight**
- It is not necessary, but works even better, if people have already explored their individual Strengths Finder profile

#### What is required?

- Min. 2hr session with team
- Pre-work: 30 mins completing the Keirsey questionnaire

- Min. 2hr session with team
- Pre-work: 40 mins completing the online questionnaire

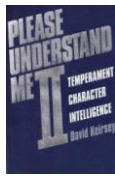
## HOW DO THE 2 HOUR SESSIONS WORK IN PRACTICE?

The agenda for both sessions is similar and is based upon:

- Teams having a maximum of 10 people ... extra time is needed for larger teams to give fair time
- Teams willing to keep up the pace and focus equally on individuals and the picture for the whole team ... extra time is needed for teams seeking to invest in more reflection

Timing	Agenda
5 mins	Welcome
5 mins	Agreeing the session's ground rules
20 mins	Introducing the tool
60 mins	Learning about each other
25 mins	Exploring the team map
5 mins	Wrap Up

### A Quick Taster

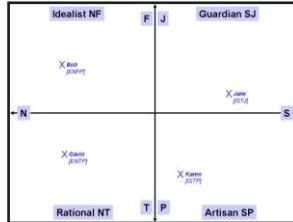


#### 1 - Keirsey

After explaining how 'preferences' work - so that people know they aren't being 'pigeon-holed' - everyone gets on their feet to explore the 4 Myers-Briggs dimensions, moving to a place in the room that shows the extent of their preference.

*e.g. "E for extrovert is at one end of the room, I for introvert at the other...where did your preference scores place you? Have a look where your colleagues are standing, now let's explore..."*

A **team map** is created by drawing up the 4-box Keirsey grid. Taking each box in turn, people place themselves, using the opportunity to talk about themselves.



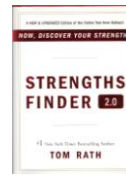
Once each box is filled, the team get to hear Keirsey's observations on people in that box. We find out whether it resonates for them and has any connection to how they describe themselves.

With everyone placed, we explore how the team may be seen given their **total profile**.



Following the event, a **Keirsey Team Map** captures their profile giving a reminder on how to leverage team strengths.

#### 2 - Strengths Finder



After exploring the difference between **natural talents and strengths**, people create a card showing their 5 talents.

Taking a person at a time, we 'bring to life' their top 2 talents before the person shares how they see all 5 of their talents.



The team then share how they have seen their colleague using their talents, and encourage them to use their talents on real-work, before we summarise the **holistic connection** between the person's 5 talents and their value to the wider team.

Where team members have Myers-Briggs profiles, connections are made between these profiles and their 5 talents.

#### 4 Domains

Working Harder  
Influencing Others  
Relating With Others  
Working Smarter

Once everyone has learnt about each other, the **team's profile** is explored using the Gallup's 4 domains of leadership strength.

*e.g. "If you saw this profile on paper, what sort of team would you expect to meet?"*

*Are there any gaps that you need to consciously cover or find elsewhere?"*

A **Team Strengths Map** is provided after the event as a reference for ongoing use.

**Featured Consultant:** Will Sudworth is a change agent who specialises in team development and leading change through a process of challenge and coaching. His insights quickly hit the mark and stimulate learning and action. He typically looks for 30% team productivity increases and has worked with over 100 teams across Europe.



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