

How to Build a Team Heat Map

INNOVATION

You change the game with creativity

PASSION

You connect with emotion

POWER

You lead with command

PRESTIGE

You earn respect with higher standards

TRUST

You build loyalty with consistency

MYSTIQUE

You command awe with substance

ALERT

You prevent problems with care

INNOVATION

You change the game with creativity

PASSION

You connect with emotion

POWER

You lead with command

PRESTIGE

You earn respect with higher standards

TRUST

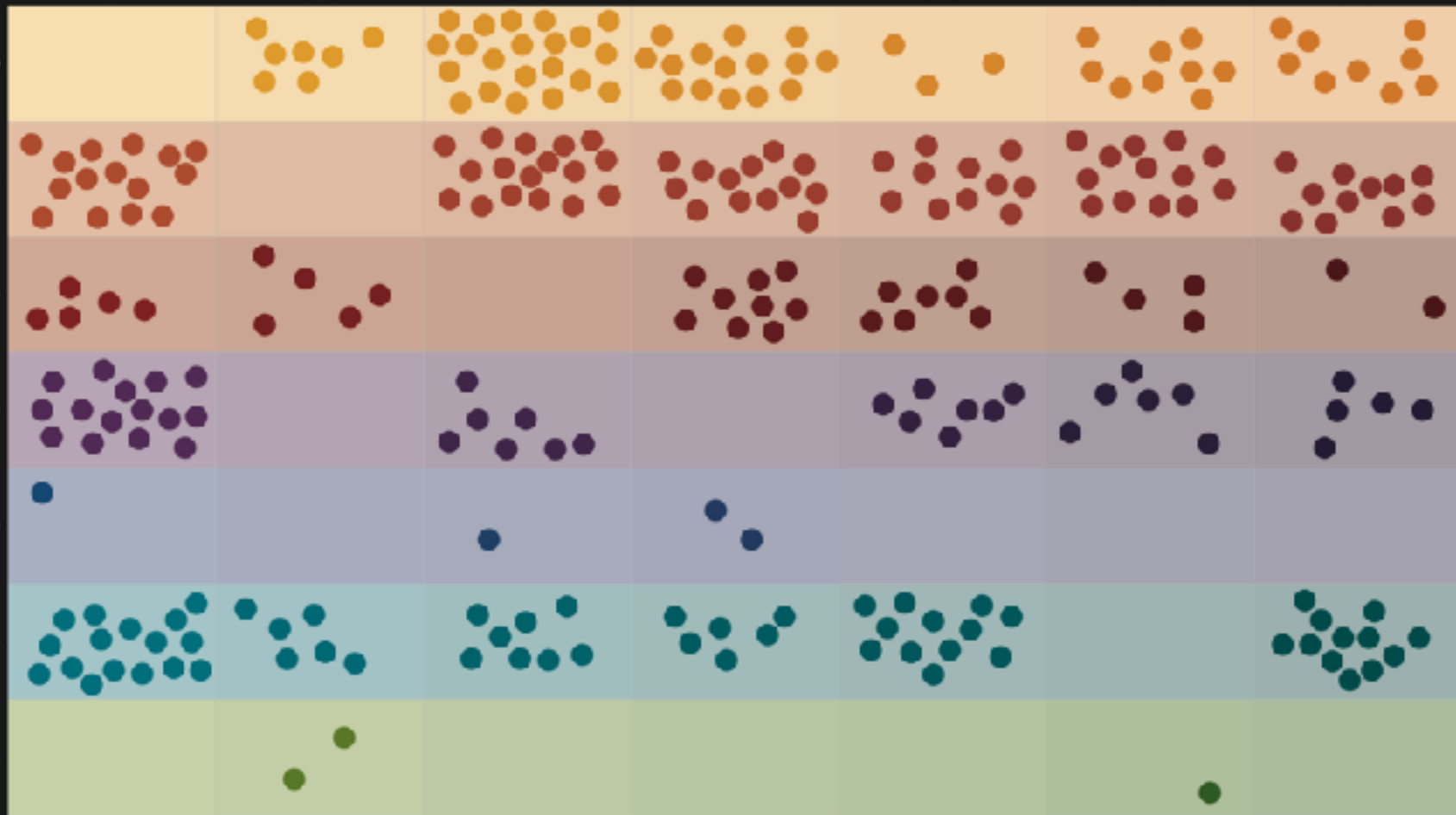
You build loyalty with consistency

MYSTIQUE

You command awe with substance

ALERT

You prevent problems with care





HOW TO BUILD A TEAM HEAT MAP

1. Sum up the Primary and Secondary Advantages
2. Calculate the total # Advantages represented in the group
3. Sum up the group Dormant

FCA JUNE COHORT

Name	Archetype	Primary	Secondary
Alfred Chung	The Secret Weapon	Mystique	Innovation
Antonius Ricky Suroso	The Secret Weapon	Mystique	Innovation
Carmen Gomez	The Mediator	Alert	Trust
Debra Swersky	The People's Champion	Passion	Power
Daina Middleton	The Royal Guard	Mystique	Prestige
Deane Ilukowicz	The Diplomat	Trust	Prestige
Haseena Sham	The Ringleader	Power	Passion
Melba Holliday	The Avante-Garde	Prestige	Innovation
Janet Lee	The Talent	Passion	Prestige
Janette Toral	The Secret Weapon	Mystique	Innovation
Jill Gottenstrater	The Beloved	Passion	Trust
Jill Heijligers-Peloquin	The Connoisseur	Prestige	Passion
Juan Polanco	The Catalyst	Passion	Innovation
Kathleen Panning	The Detective	Alert	Mystique
Dee Dee Reid	The Ringleader	Power	Passion
Michelle Lopez	The Maestro	Power	Prestige
Narelle Goodfield	The Connoisseur	Prestige	Passion
Oladapo Okuyemi	The Rockstar	Innovation	Passion
Sarah Wadle	The People's Champion	Passion	Power
Shea Petaja	The Catalyst	Passion	Innovation
Susan Robinson	Maverick Leader	Innovation	Power
Whitney Bishop	The Catalyst	Passion	Innovation

SECONDARY ADVANTAGES

	INNOVATION You change the game with creativity	PASSION You connect with emotions	POWER You lead with demands	PRESTIGE You earn respect with higher standards	TRUST You build loyalty with clear strategy	MYSTIQUE You remain calm with substance	ALERT You prevent problems with care
INNOVATION You have the game with creativity		•	•				
PASSION You connect with emotions	• • •		• •	•			
POWER You lead with demands		• •		•	•		
PRESTIGE You earn respect with higher standards	•	• •	•				
TRUST You build loyalty with clear strategy				•			
MYSTIQUE You remain calm with substance	• • •						
ALERT You prevent problems with care					•	•	

SECONDARY ADVANTAGES

	INNOVATION You change the game with creativity	PASSION You conquer with conviction	POWER You lead with command	PRESTIGE You excel beyond with higher standards	TRUST You build loyalty with clear strategy	MYSTIQUE You triumph over with substance	ALERT You prevent problems with care
INNOVATION You change the game with creativity		Dapo	Susan				
PASSION You conquer with conviction	Juan Shea Whitney		Debra Sarah	Janet			
POWER You lead with command		Haseena Dee Dee		Michelle	Jill G		
PRESTIGE You excel beyond with higher standards	Melba	Jill H Narelle					
TRUST You build loyalty with clear strategy				Deanne			
MYSTIQUE You triumph over with substance	Alfred Ricky Janette			Daina			
ALERT You prevent problems with care					Carmen	Kathleen	

TALLY UP TEAM PRIMARY

Name	Archetype	Primary	Secondary
Kathleen Panning	The Detective	Alert	Mystique
Carmen Gomez	The Mediator	Alert	Trust
Susan Robinson	Maverick Leader	Innovation	Power
Oladapo Okuyemi	The Rockstar	Innovation	Passion
Daina Middleton	The Royal Guard	Mystique	Prestige
Janette Toral	The Secret Weapon	Mystique	Innovation
Alfred Chung	The Secret Weapon	Mystique	Innovation
Antonius Ricky Suroso	The Secret Weapon	Mystique	Innovation
Debra Swersky	The People's Champion	Passion	Power
Sarah Wadle	The People's Champion	Passion	Power
Shea Petaja	The Catalyst	Passion	Innovation
Janet Lee	The Talent	Passion	Prestige
Jill Gottenstrater	The Beloved	Passion	Trust
Juan Polanco	The Catalyst	Passion	Innovation
Whitney Bishop	The Catalyst	Passion	Innovation
Haseena Sham	The Ringleader	Power	Passion
Dee Dee Reid	The Ringleader	Power	Passion
Michelle Lopez	The Maestro	Power	Prestige
Melba Holliday	The Avante-Garde	Prestige	Innovation
Jill Heijligers-Peloquin	The Connoisseur	Prestige	Passion
Narelle Goodfield	The Connoisseur	Prestige	Passion
Deane Ilukowicz	The Diplomat	Trust	Prestige

Advantage	#	%
Passion	7	32%
Mystique	4	18%
Power	3	14%
Prestige	3	14%
Innovation	2	9%
Alert	2	9%
Trust	1	4%

TALLY UP TEAM SECONDARY

Name	Archetype	Primary	Secondary
Janette Toral	The Secret Weapon	Mystique	Innovation
Alfred Chung	The Secret Weapon	Mystique	Innovation
Antonius Ricky Suroso	The Secret Weapon	Mystique	Innovation
Shea Petaja	The Catalyst	Passion	Innovation
Juan Polanco	The Catalyst	Passion	Innovation
Whitney Bishop	The Catalyst	Passion	Innovation
Melba Holliday	The Avante-Garde	Prestige	Innovation
Kathleen Panning	The Detective	Alert	Mystique
Oladapo Okuyemi	The Rockstar	Innovation	Passion
Haseena Sham	The Ringleader	Power	Passion
Dee Dee Reid	The Ringleader	Power	Passion
Jill Heijligers-Peloquin	The Connoisseur	Prestige	Passion
Narelle Goodfield	The Connoisseur	Prestige	Passion
Susan Robinson	Maverick Leader	Innovation	Power
Debra Swersky	The People's Champion	Passion	Power
Sarah Wadle	The People's Champion	Passion	Power
Daina Middleton	The Royal Guard	Mystique	Prestige
Janet Lee	The Talent	Passion	Prestige
Michelle Lopez	The Maestro	Power	Prestige
Deane Ilukowicz	The Diplomat	Trust	Prestige
Carmen Gomez	The Mediator	Alert	Trust
Jill Gottenstrater	The Beloved	Passion	Trust

Advantage	#	%
Innovation	7	32%
Passion	5	23%
Prestige	4	18%
Power	3	14%
Mystique	1	4%
Trust	2	9%
Alert	0	0%

TALLY UP PRIMARY + SECONDARY

TOP TEAM ADVANTAGES				
Advantage		Primary	Secondary	Total
1.	Passion	7	5	12
2.	Innovation	2	7	9
3.	Prestige	3	4	7
4.	Power	3	3	6
5.	Mystique	4	1	5
6.	Trust	1	2	3
7.	Alert	2	0	2

Calculate % by dividing
Advantage Total by Total
Advantages.

Example:
12 Passion Advantages/ 44
Total Advantages = 27%

This tells us that 27% of Group
has Passion as a Primary or
Secondary Advantage

GROUP ADVANTAGE TOTAL

Advantage		Primary	Secondary	Total	% of Group
1.	Passion	7	5	12	27%
2.	Innovation	2	7	9	20%
3.	Prestige	3	4	7	16%
4.	Power	3	3	6	14%
5.	Mystique	4	1	5	11%
6.	Trust	1	2	3	7%
7.	Alert	2	0	2	5%

TALLY UP TEAM DORMANT

Name	Archetype	Dormant
Juan Polanco	The Catalyst	Alert
Deane Ilukowicz	The Diplomat	Alert
Daina Middleton	The Royal Guard	Alert
Carmen Gomez	The Mediator	Innovation
Jill Gottenstrater	The Beloved	Mystique
Narelle Goodfield	The Connoisseur	Mystique
Debra Swersky	The People's Champion	Mystique
Sarah Wadle	The People's Champion	Mystique
Kathleen Panning	The Detective	Passion
Alfred Chung	The Secret Weapon	Passion
Janette Toral	The Secret Weapon	Passion
Melba Holliday	The Avante-Garde	Power
Oladapo Okuyemi	The Rockstar	Power
Haseena Sham	The Ringleader	Prestige
Susan Robinson	Maverick Leader	Trust
Shea Petaja	The Catalyst	Trust
Whitney Bishop	The Catalyst	Trust
Jill Heijligers-Peloquin	The Connoisseur	Trust
Michelle Lopez	The Maestro	Trust
Dee Dee Reid	The Ringleader	Trust
Antonius Ricky Suroso	The Secret Weapon	Trust
Janet Lee	The Talent	Trust

Advantage	#	%
Trust	8	36%
Mystique	4	18%
Alert	3	14%
Passion	3	14%
Power	2	9%
Prestige	1	5%
Innovation	1	5%

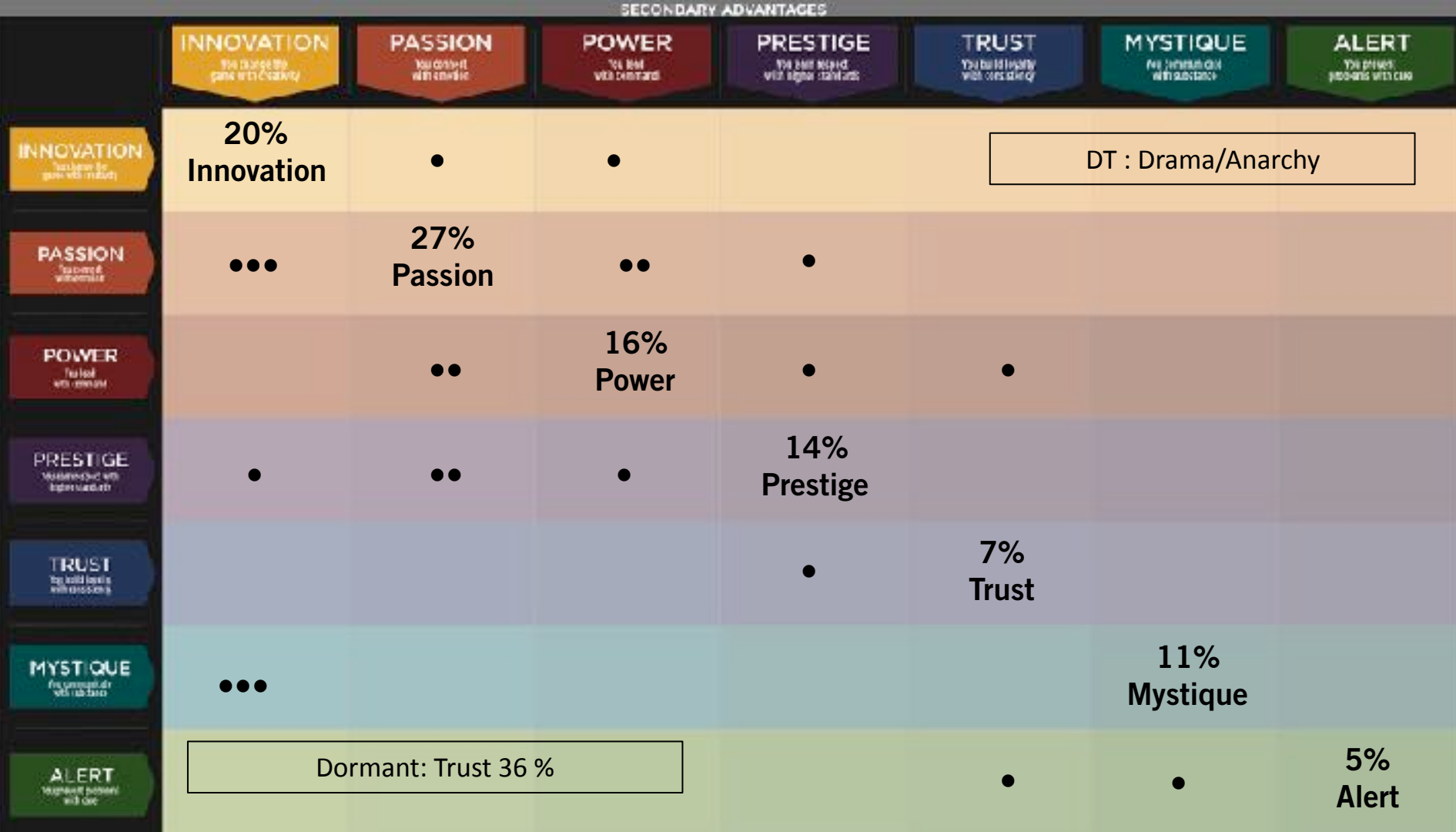
GROUP ADVANTAGE DISTRIBUTION

Advantage		Primary	Secondary	Total	% of Group
1.	Passion	7	5	12	27%
2.	Innovation	2	7	9	20%
3.	Prestige	3	4	7	16%
4.	Power	3	3	6	14%
5.	Mystique	4	1	5	11%
6.	Trust	1	2	3	7%
7.	Alert	2	0	2	5%

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HEAT MAP ANALYSIS

- Consider overall Advantage distribution, what insights can you offer?
- What value does this team bring?
- Can you name the team Archetype? What could it be?
- Consider the team Dormant, what challenges could this team face?
- Consider the team Double Trouble, what should they watch out for?





THE CATALYST

Out of the Box | Energizing | Social | Enthusiastic | Creative

Catalysts start ideas that provoke new thinking and action. Your passion is capable of igniting a team.

Buoyant and social, you embrace new situations and relationships with zeal. You deliver value through creative change.

A lesson that everyone can learn from you:

There's rarely one 'right' way to get things done. Try different options, so you can keep evolving your process.