**TEAM HEAT MAP ANALYSIS**

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**SCENARIO #1**

**Breakout Groups:**

**Michael & Ellen:**

**Strengths: Eye for detail, reputation for quiet excellence, dependable, experts, lead by example, level-headed, focus on team strengths instead of individual, strong work ethic.**

**Value = deliver impeccable best-in-class solutions**

**Weaknesses: Mystique: oversharing; consensus slows them down, Innovation: lacks originality/creativity. Perceived as boring.**

**Threats: (Double Trouble The Imperial/The Old Guard) Predictability; lack of innovation/creativity. Unmovable; slow to market (not a market leader). Superiority; emperor’s wearing no clothes. Focus too much on achievements and not visionary.**

**Opportunity:**

**Recommendation #1: Top down - set this project as a priority. Assign project leader - to help delegate tasks to team and move implementation forward.**

**Recommendation #2: Rely on your dependability and level-headedness to align as a team. Create structured plan and processes to get the project done.**

**Recommendation #3:**

**Tine & Gagan:**

**The value this team brings:**

**Prestige and Trust**

**They set high standards and earn respect in their areas. They are detail-oriented, and results-focused. They are best in class. They are classic and established.**

**They build loyalty with consistency. They are steady, focus on high quality and one thing at a time.**

**Weaknesses of this team:**

**Dormant Advantages: Mystique and Innovation**

**They lack communicating with substance. Surface-level conversations. Lack depth. Don’t ask deeper questions to underlying issues. Not good listeners. Don’t remain calm under pressure. Don’t bring their independent mindset to solve problems.**

**They are not creative folks. Don’t think outside the box. Not bold enough. Not eager to find new ways to solving problems. They are unable to work independently.**

**Treats of this team:**

**The Imperial (Prestige + Prestige) and The Old Guard (Trust + Trust):**

**The Imperial threats are: Arrogant, Cold, Superior, chip on their shoulders, They can intimidate others. They can be harsh and ruthless. They can be a cut-throat and barbaric. They could create this wall of “hard-to-get-to-know” them.**

**The Old Guard: Overly cautious, unmovable, stubborn, stuck and fixed-mindset. Very predictable. Boring, unenthusiastic. Risk-averse, back-ward thinking, or love the status-quo.**

**Opportunity: The Action Plan for this team.**

**We recommend:**

**Be good listeners. Sometimes, prestige can fail to communicate their high expectations and standards with others around them. Make sure they, as a team, slow down to touch base and be on the same page. Have an agenda.**

**Be independent thinkers and collaborate with others.**

**They are all great leaders and must motivate each other. (Power is their 3rd team advantage).**

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**SCENARIO #2**

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**Breakout Groups:**

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| **Strengths:** Prestige and Trust = High quality results, high standards and consistency. #3 is power = self confidence and authority.  | **Weakness:** **Dormant Mystique:** Lack of deeper understanding, not listening to their intuition, not understanding the problem. Being superficial. **Dormant Innovation:** Not thinking outside the box, not leading with innovation, not offering the best solution, maintain status quo.  |
| **Threats:** **The imperial: Overly competitive, Trust:** Dull and out of date. **Guido’s understanding:** If Trust value is challenged prestige value turns into double trouble => Overly competitive. When Prestige value is challenged Trust becomes the double trouble. **Tony’s understanding:** When Prestige is overused as a strength the team becomes too competitive. When Trust is overused or under stress, the double trouble result is the team is dull and out of date.  | **Action Plan: Prestige Don't**: Make concessions or settle, don’t be just good enough, don’t accept things as they are, don’t rush decision making. **Prestige do:** Focus on details, define new, higher standards, action plan, exceed expectations.**Trust Don’t:** Don’t stir up conflict, don’t force change, don’t act unpredictably etc.**Trust Do:** Build loyalty, **Bring in other advantages** to balance heat map: Passion for communication, innovation for new ideas and power to drive decision making. |

**Tony & Guido**

**Robyn & Janelle**

**Strengths:**

**Prestige/Trust - highly collaborative nature, encouraging to the team. Focused and process-driven to deliver top-quality services**

**Double Trouble:**

**Can be overly competitive, come across as a know at all, and be dull and out of date with their products and service delivery.**

**Weakness -Dormant:**

**not prepared to think outside the box. Not open to new industry ideas, do not like to leave their comfort zone and not open change.**

**Action Plan:**

1. **Motivate the team with goals and rewards attached**
2. **When introducing new ideas, involve the use of a change management professional that can explain the outcomes, rationale, and benefits that the team will reap when they implement on these ideas.**