



Prevue HR

Report Generated By:

Kamila Gach
prevue
kgach@prevuehr.com

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Sarah Sample
Team-Fit - Leader

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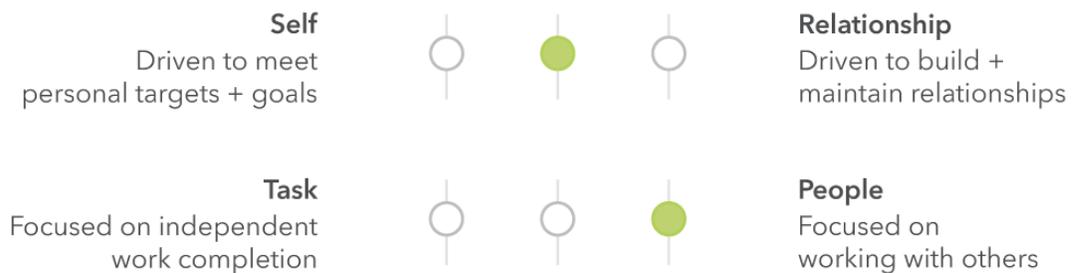
Sarah's Team-Type: Forager

The Forager tends to be outgoing, relaxed and easy in the company of others. Others often see them as friendly, joyful and interested in people. They prefer to focus on 'being' rather than 'doing' and tend to define themselves by who they are instead of what they do. You'll likely find them sharing new ideas or resources and engaging in playful competition.

Using their social strengths, the Forager is known to create and maintain extensive networks of contacts who can help them access information and resources. While the Forager is a naturally outgoing person, they work best on the periphery of a team where they can see the big picture, observe the team's strengths and challenges, and identify resources to help the team succeed.

The Forager gains self-satisfaction by being the person who can produce the appropriate resource for whatever situation may arise. They often prefer to work independently, which may make it challenging for others to keep track of their progress. However, when the Forager has a role that aligns with their strengths, their contribution is often invaluable.

The Forager's independence and social nature, matched with their drive to succeed, will mean they are likely to collaborate to ensure team goals and projects are successful. They will be motivated to connect members of their team with resources and information because they know that their reputation depends on them sharing their strengths.



Management Challenges

One potential challenge in managing a Forager is ensuring their contribution to the team goes beyond being a supplier of resources and information. It is important to engage the Forager to utilize, and build on, their unique skill set to help the team complete tasks and projects.

Management Tips

- Welcome and utilize the resources that the Forager commands and supplies. You could even consider integrating their ability to source information and resources into their job description.
- Engage the Forager in tasks and projects that go beyond the role of producing resources and information. This style will ensure that you are harnessing the full potential of the Forager's skills.

On Your Team

Diplomat

- Mark Sample

The Diplomat tends to be reliable, calm and co-operative. You'll likely find them listening to colleagues, and then summarizing key points and ideas to highlight the human potential that exists on the team. Relationships are very important to the Diplomat, and they are energized by encouraging individuals to contribute their strengths to the team's projects and tasks.

Strategist

- Tara Sample

The Strategist tends to be a reliable, trustworthy person who prefers stable and unchanging conditions at work. Their practical approach to work helps the team get things done. You'll find them implementing ideas and strategies by turning them into plans and operations, and they'll always be able to update the team on the exact stage a project has reached.

Chameleon

- David Sample

The Chameleon is a generally well-balanced, flexible individual who can contribute their strengths in a wide variety of scenarios. You may perceive the Chameleon as puzzling or hard to read, as their actions and behaviours may change to meet the demands of the work environment. In all situations, however, the Chameleon is famous for going with the flow.

Harmonizer

- Jim Sample

The Harmonizer tends to be relaxed, outgoing, and aware of the social climate of their team. You'll likely find them chatting with colleagues, discovering common interests, and ensuring that everyone on the team is happy. Their relationships are very important to them, and they are likely to be energized by any opportunity to improve the wellbeing of their team.

Driver

- Mindy Sample

The Driver is likely to be creative, innovative and provide strong leadership. When they see a task that needs completion, you'll find them utilizing available resources to get the job done quickly. The Driver knows how to leverage the skills and abilities of members of their team and tends to apply direct communication to engage the team toward a specific goal or outcome.

Detailer

- Tanya Sample

The Detailer tends to be introverted and focused on the task at hand. Their ability to focus on a task is a real asset for any team and will help ensure completion of work while adhering to agreed-upon rules and standards. Due to their dislike of loose ends, the Detailer tends to pull people back to the task when they get off track.

Realist

- Brooke Sample

The Realist tends to be reliable, task-focused, and quiet in nature. Their inward approach to work may make their communication limited at times, but their ability to focus on the task at hand is an asset to any team. The Realist notices details, and they can identify and communicate weaknesses, potential problems, and missed opportunities that may otherwise go unrecognized.

Maverick

- Alex Sample

The Maverick tends to be assertive, competitive and motivated to achieve goals. They are also outgoing, and people tend to view them as strong leaders. Their leadership is especially beneficial when the goals of the Maverick and the goals of the organization are in alignment. When alignment is lacking, however, the Maverick's leadership may seem disruptive.

Communication With Each Team-Type

Detailer



Work Focus



Team Members of this Team-Type

- Tanya Sample

Overview of Working Relationship

The Forager and the Detailer are likely to have a compatible working relationship as their different focuses are complementary. The Detailer tends to focus on the task at hand and be motivated to progress their plan or ambition. As the Detailer tends to be more introverted, they are less likely to spark conversation unless it is about the task or project they are working on. The Forager, on the other hand, will tend to focus on communicating with people and learning what others have to offer to the team. The Forager is likely to recognize the strengths of the Detailer and see opportunities for their skills, and the Detailer is likely to see the Forager as someone who can provide resources and opportunities when required.

Opportunities to Increase Effectiveness

- The Detailer and the Forager are likely to benefit from communication that goes beyond the task and focuses on the creation of strategies that help them work toward a specific team or organizational goals.
- Communication will be most effective when the Detailer needs a resource, or the Forager is seeking a resource which a Detailer's skills could supply.

Realist



Work Focus



Team Members of this Team-Type

- Brooke Sample

Overview of Working Relationship

The Forager is interested in gathering resources and maximizing people's skills, talents and contacts. The Realist is interested in working with others to come up with a plan and then completing the agreed-upon tasks independently. The Forager is likely to recognize and utilize the Realist's ability to focus on tasks and notice details. The Realist may appreciate, but not be influenced by, the relaxed and friendly nature of the Forager. The Realist will likely feel comfortable asking the Forager for assistance should they need resources when setting objectives for, or implementing, tasks and projects. They should work well together on a team, experiencing minimal conflict and effectively completing tasks.

Opportunities to Increase Effectiveness

- As the Realist is likely to communicate by clarifying the objectives and direction of the task at hand, they will benefit from a straightforward response from the Forager.
- The Forager can provide innovative solutions to any weaknesses, potential problems, or missed opportunities that the Realist discovers in their work.

Strategist



Work Focus

Self Relationship
Task People

Team Members of this Team-Type

- Tara Sample

Overview of Working Relationship

The Forager can create a comfortable environment for the Strategist due to their open and friendly approach. The Strategist will rarely find a reason to challenge the role of the Forager, and the Forager will be less concerned about the Strategist's focus on task details - only stepping in to recommend resources when they are needed to make the task go to plan. The two types are likely to make a compatible contribution to the task or project and are not likely to experience tension. If tensions do arise, they often stem from the pressure the Strategist tends to put on themselves to balance doing what they perceive to be the right thing with completing the task.

Opportunities to Increase Effectiveness

- The Strategist can reach out to the Forager when they need extra or supplementary resources to keep the project or task on track.
- The Forager can communicate with the Strategist to understand what resources would be most useful to the Strategist to ensure the most effective completion of the task or project.

Driver



Work Focus

Self Relationship
Task People

Team Members of this Team-Type

- Mindy Sample

Overview of Working Relationship

The Forager and the Driver are likely to have a straightforward, effective working relationship. The Driver tends to be spontaneous, innovative, and provide strong leadership. They are motivated to work toward an agenda and achieve goals. The Forager is generally outgoing, relaxed, and easy in the company of others. They are friendly, joyful, and interested in people. The Forager is known to create extensive networks of contacts who can help them access information and resources to get things done. The Driver is likely to recognize the usefulness of the Forager's role as the center of a network of contacts that can help them accomplish their goals. The Forager will recognize the Driver's potential to achieve and will be able to add the Driver's strengths to their network and promote these strengths as a resource to the team when required.

Opportunities to Increase Effectiveness

- Communications between the Forager and the Driver will be most effective when they are about resource supply and demand.
- When the Driver and the Forager align on the same objectives and goals, their joint impact will have an even wider positive impact.

Chameleon



Work Focus



Team Members of this Team-Type

- David Sample

Overview of Working Relationship

The Forager tends to be friendly and is known to create extensive networks of contacts who can help them access information and resources to get things done. The Chameleon tends to be flexible and unobtrusive, rarely has an agenda and is somewhat unlikely to draw attention to their achievements. The strength of the Chameleon is that they can fit in and apply themselves where they are needed. It is possible that, although the two retain an easy working relationship, they may not be aware of areas where they might collaborate. This lack of awareness is because the Chameleon is unlikely to self-promote and so the Forager may be unaware of the Chameleon's skills and how they fit into the team. This discrepancy in understanding is likely to impact the Chameleon more than the Forager, especially in situations where the Chameleon is uncertain how they can support the team and could benefit from the Forager's connections.

Opportunities to Increase Effectiveness

- Both types can benefit from scheduling structured conversations about how the Chameleon can provide their resources to the working relationship or team.
- The Forager can work to celebrate the achievements of the Chameleon so that their impact does not become invisible to the team.

Diplomat



Work Focus



Team Members of this Team-Type

- Mark Sample

Overview of Working Relationship

This working relationship should be easy for both the Forager and the Diplomat. Relationships are very important to the Diplomat, and they are energized by encouraging individuals to contribute their strengths to the team's projects and tasks. Due to their calm disposition and desire to collaborate, they tend to keep conflict to a minimum. The Forager tends to be outgoing, relaxed and easy in the company of others. They are known to create extensive networks of contacts who can help them access information and resources to get things done. Together this pair is unlikely to experience conflict and to have a friendly working relationship. The Forager's strengths are likely to be recognized and welcomed by the Diplomat, and the Diplomat's facilitating style will allow the Forager the opportunity to utilize their network and feel comfortable in doing so.

Opportunities to Increase Effectiveness

- The Diplomat can rely on the Forager to help resolve conflicts on the team, thus freeing the Diplomat to tend to the task at hand.
- The Forager can rely on the Diplomat to encourage them to utilize the available human resources on the team to achieve shared goals and objectives.

Maverick



Work Focus



Team Members of this Team-Type

- Alex Sample

Overview of Working Relationship

The Forager and the Maverick are both outgoing, so they will tend to have friendly and easy-going interactions. Where the two types differ is in their motivation for working with people. The Maverick prefers to focus on utilizing relationships and contacts to pursue their own goals, which can be especially useful when the Maverick's goals and the goals of the organization coincide. The Forager, on the other hand, is usually focused on bringing in resources for the team or organization regardless of their personal goals. While it is likely that the two will work together effectively, due to the Maverick's strength in motivating others to achieve an objective and the Forager's strength of finding the resources to do so, the pair may lack task focus and experience tension in some circumstances. This tension may arise when the Maverick is pushing toward a goal or objective that does not appear to be in alignment with the team. In such a scenario, the Forager may experience some moral difficulties in determining whether they should dedicate their resources to the Maverick or the team.

Opportunities to Increase Effectiveness

- Frequent communication is helpful for both to ensure alignment of goals and objectives.
- Both would benefit from the Forager resourcing people and systems to help increase task focus.
- The Forager should check in with the Maverick when it appears the Maverick's goals are not in alignment with the organization. The Maverick may be using unconventional methods to achieve the same objectives.

Harmonizer



Work Focus



Team Members of this Team-Type

- Jim Sample

Overview of Working Relationship

There should be a good working relationship between the Forager and the Harmonizer. Communication between the Harmonizer and the Forager is likely to be easy as they are both social and have a common understanding of, and interest in, people. As such, they will be able to discuss the personal characteristics of individuals and their impact on the team. Although neither tends to focus on the details of tasks, the Forager is likely to bring expertise, new ideas, and resources to operate within the team and the Harmonizer is likely to work hard to maintain the balance between team members. Their combined strengths will help projects move forward with greater engagement. Their combined limitation is a lack of task focus, and without task-focused individuals on the team, the team is likely to find it challenging to achieve outcomes.

Opportunities to Increase Effectiveness

- When introducing new people or new ideas and resources to the team, this pair may benefit from discussing how the team dynamics may change so that they can continue to maintain team harmony.
- The Forager and the Harmonizer are likely to benefit from working with individuals and systems that enhance task focus.