



ABC Organisation Ltd

23 November 2024



profiling

What is i3?

i3 is a trait-based personality profile based on 7 individual instinctive indicators, i.e. those most natural to you and the team. The team profile assessment will reveal a totally unique combination for you as individuals and collectively as well as provide insight into the environment where the team are likely to be most productive and fulfilled within.

The i3 profile feedback is designed to help the team become more aware of individual and collective strengths and help identify areas for team improvement by aligning these.

Team profile

Your i3 team profile ranks your 7 individual instinctive indicators from most instinctive at the top, to least instinctive at the bottom. This profile is completely unique to your team. In addition, the profile will identify the team's most productive environment, illustrating the most preferential and least comfortable conditions that are likely to affect team productivity.



productive environment

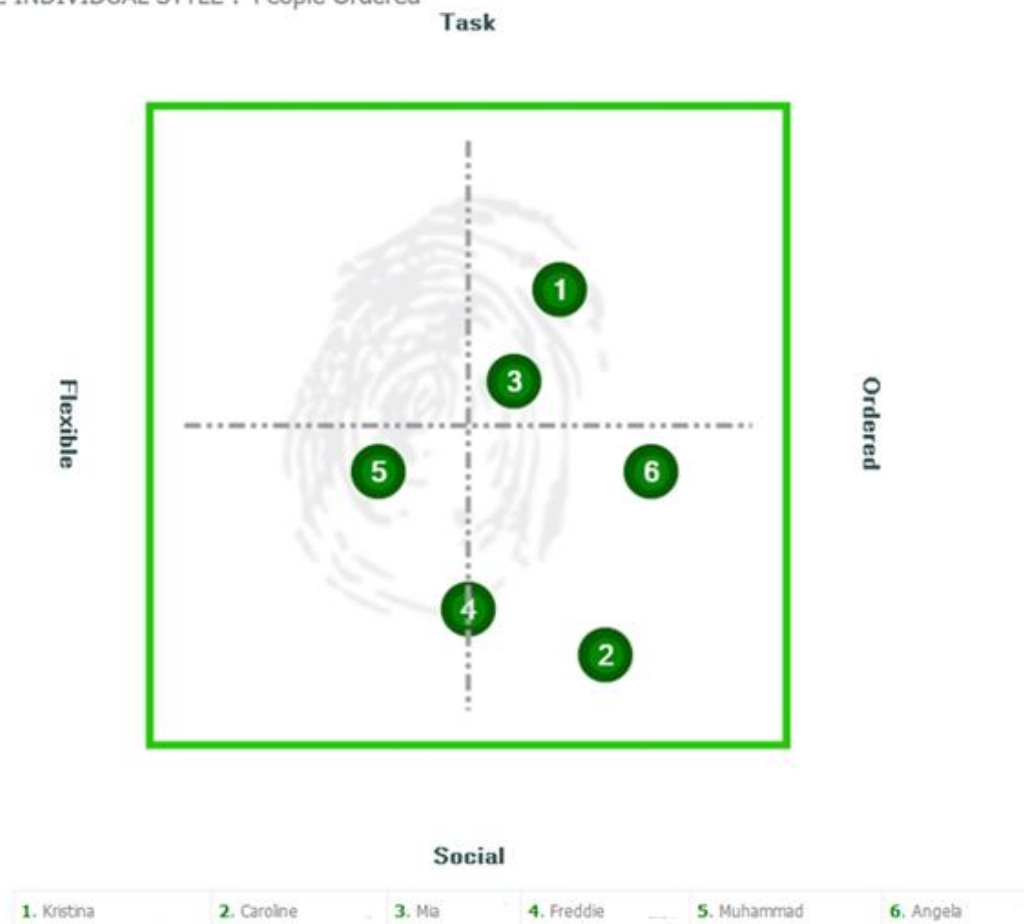
The diagram below represents your team's productive environment, illustrating the most preferential and least comfortable conditions that are likely to affect team productivity.

The four quadrants are determined by two indexes representing opposing preferences of Task to Social and Flexible to Ordered. The grey and blue bands plot the general and wider areas of preference of team preference.

Spending extended periods far outside of an area of preference can become uncomfortable, increasing stress and decreasing your team productivity.

We can all exist for periods in any environment but spending extended periods in your area of preference will increase your productivity.

AVERAGE INDIVIDUAL STYLE : People Ordered



“Socially Ordered”

Your productive environment indicates that you are most comfortable being with and around people you know, as opposed to working independently or with people you don't really know. You prefer familiar, tried and tested methods as opposed to constantly looking for variation and change. Typically, people with these preferences like to:

- work with other around them but are generally more conservative and somewhat quietly spoken,
- work with people they know and trust,
- work from places they are familiar with; with known routines and processes
- know in advance who they are working with on any task or issue.



The 7 instinctive indicators

perceiving

Innovative and intuitive in thought, generating quick ideas and viewpoint. Holding very strong opinions or convictions and not afraid to say it as it is. May be seen as judgemental and blunt at times.

practical

Great team player who is supportive and conscientious. Focussing on short-term goals and applying themselves in a hands on manner. May take on too much by not saying no and can feel unappreciated.

enquiring

A deep thinker who pays attention to the facts and can remain objective. Retaining information and passing on instruction naturally. May become intolerant of less objective people and question everything.

promoting

Great vocal communicator who easily motivates and encourage others. Quick to initiate activity and take on challenges. May need a sounding board and not listen or become impatient.

enterprising

Confident and decisive whilst negotiating and looking for the best value. Shares advice openly whilst being generous with time and resources. May become too busy with a tendency to be stubborn at times.

organising

Natural ability to organise people through delegation and coordinate longer term planning. Communicates goals and direction effectively. May become controlling and disregard others views at times.

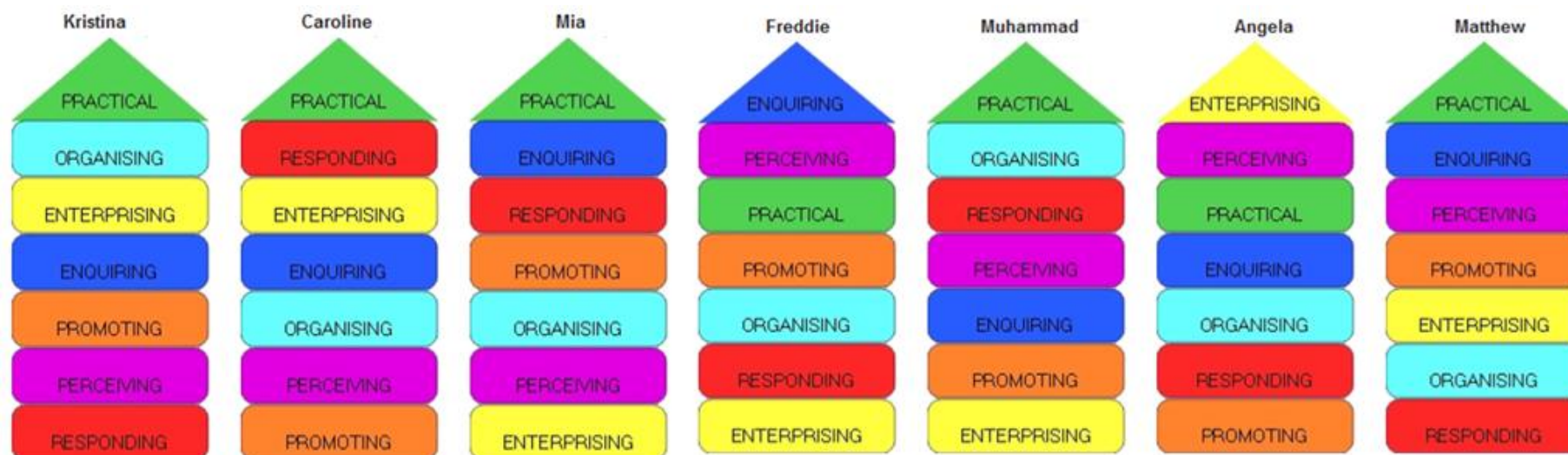
responding

Compassion for others with a focus on building new and maintaining old relationships. Responding quickly to emotive needs. Always putting people first may lead to being personally disorganised and easily offended.

Each indicator has an incredible amount of depth and content behind it and the one word descriptors used should not be taken too literally. For example, people who are personally organised will be high in the 'Practical' indicator. The 'Organising' indicator is about organising others.



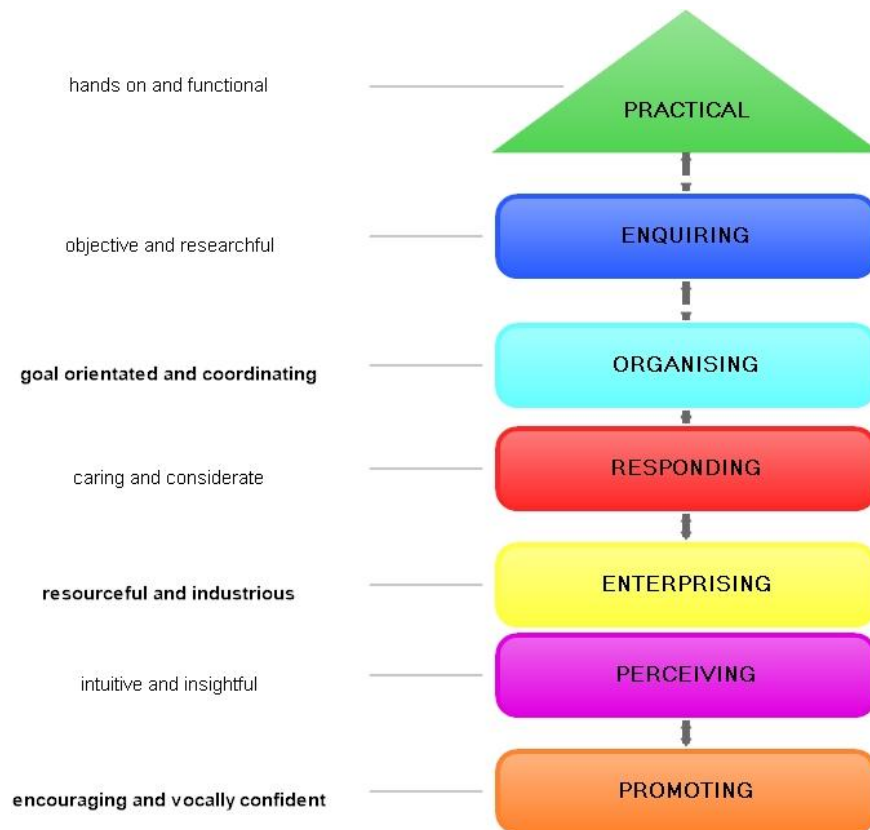
Team member profiles (side by side comparisons)



The above diagram represents the team members' individual i3 profiles, ranking their 7 instinctive indicators from most instinctive at the top, to least instinctive at the bottom. The ranking and mix of these indicators determine which traits are more natural (higher indicators) or traits that need more application (lower indicators). There is no right or wrong ranking, these 7 traits are used by all of us daily and it is simply the mix of their individual traits which influences individual behaviour.



Team profile



Team Profile Summary:

Overall, the team perform best when they work on practical, hands on tasks that's require detail, research and require a more technically minded approach. They operate best on tangible tasks with clear outcomes that allow for individual and collective learning.

Team Strengths

So long as there is a practical solution to the task in hand, this team will contribute extra effort to achieve. Overall they are good at detail and at project administration. The team likes to finish what they start! They are happy to support each other and share knowledge and learning.

The team may often be held as a role model for demonstrating a measured and systematic approach to task and project completion.

Team Weaknesses

If progress becomes protracted, they may lose patience with the task and break into individual actions that drive self motivations. They thrive on working with reality and facts however, progress can be stalled with constant need for fact verification.

There is a higher than average tendency towards perfectionism which may hamper task progress and completion.

Team Opportunities

Although the team are observed as being industrious they have a tendency to over rely on tried and tested methods ignoring potential gains for imagination and instinctive, intuitive approaches. This would be an area for focus when problem solving collaboratively
Creating opportunities for everyone to become actively involved is what brings the team together.

Team Threats

One of the potential threats for this team, is they can appear to lack emotional sensitivity when making decisions as their preference is to focus solely on facts and evidence. They would improve their decision making by factoring in time to allow for more personal feelings and emotions to be discussed.

This leads to being potentially poor listeners as the more outspoken and opinionated members tend to drive actions. Cultivating some team patience and even an external sounding board would be beneficial. This might help reduce those moments of frustration.



Team development further questions to consider

Below are listed some questions which should provoke further discussion in order to identify actions for improving team effectiveness.

- What trends do you observe when the team are operating at their best?
- What barriers typically stop you from achieving optimum performance?
- What roles and responsibilities need to be addressed in order to deliver greater creativity and inter team influencing?
- How does this team embrace change given their productive work environment preferences?
- How does this team profile align to the organisations wider culture and daily business practices?