Team Paradox

HARRISON assessments

DATE OF GENERATION
30/01/2023

ORGANIZATION
LSF Global

LSF Global
Empowering Talent
Catalysing Performance

Distribution

Distribution	
	Quadrant Totals
Truth Exploring	2 (25%)
Dogmatic	
Inconclusive	5 (63%)
Uncertain Disinterest	1 (13%)
Color Totals	8 (100%)
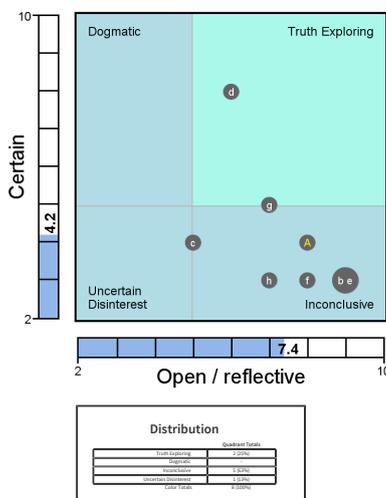
The Team Paradox Report enables a comprehensive understanding of your team's dynamics, strengths, potential conflicts, and development needs. It also enables leaders to better understand the impact of their own behaviors and better interact with the team.

Understanding This Report

This report enables you to see the scores for all the team members on one page for each paradox. Each team member's score is plotted on the graph using a letter within a circle. If more than one team member has the same score, the circle will have multiple letters.

The letters can be uppercase or lowercase to provide additional insight. For example, you could use uppercase to identify the team leader and lowercase for team members. Or you could use uppercase for a technical group and lowercase for a sales group. This provides important insights to improve the interactions between the two groups.

The Distribution table at the bottom of each graph shows the percentage and total number of team members within each paradox quadrant. This can be a useful summary to better understand team dynamics.

A table on the last page of this report identifies team members with their code letter. It is much more productive if team members share their code letters in the session. However, by not printing or revealing the last page, they can be anonymous.

## Before Your Team Building Session

- Complete the Harrison Employee Development Course which includes a section on how to use the Team Paradox report for team building.
- Individually meet with each team member. Explore their view of the team's effectiveness and debrief them on their Paradox Report.
- Ask for their agreement to share their paradox scores in the team session.
- Plan the team building session based on their feedback and Team Paradox.

When facilitating the team session follow these guidelines:

- State the goals of the session.
- Summarize trends from the individual discussions.
- Identify or verify team goals.
- Discuss the team's paradoxical strengths.
- Explain each paradox and discuss how their scores apply.
- Discuss the impact of their behaviors and development needed.
- Summarize their insights from the discussions.
- Discuss and list specific actions to move the team forward.

Insightful Curiosity (Opinions)

The tendency to explore different viewpoints and make conclusions
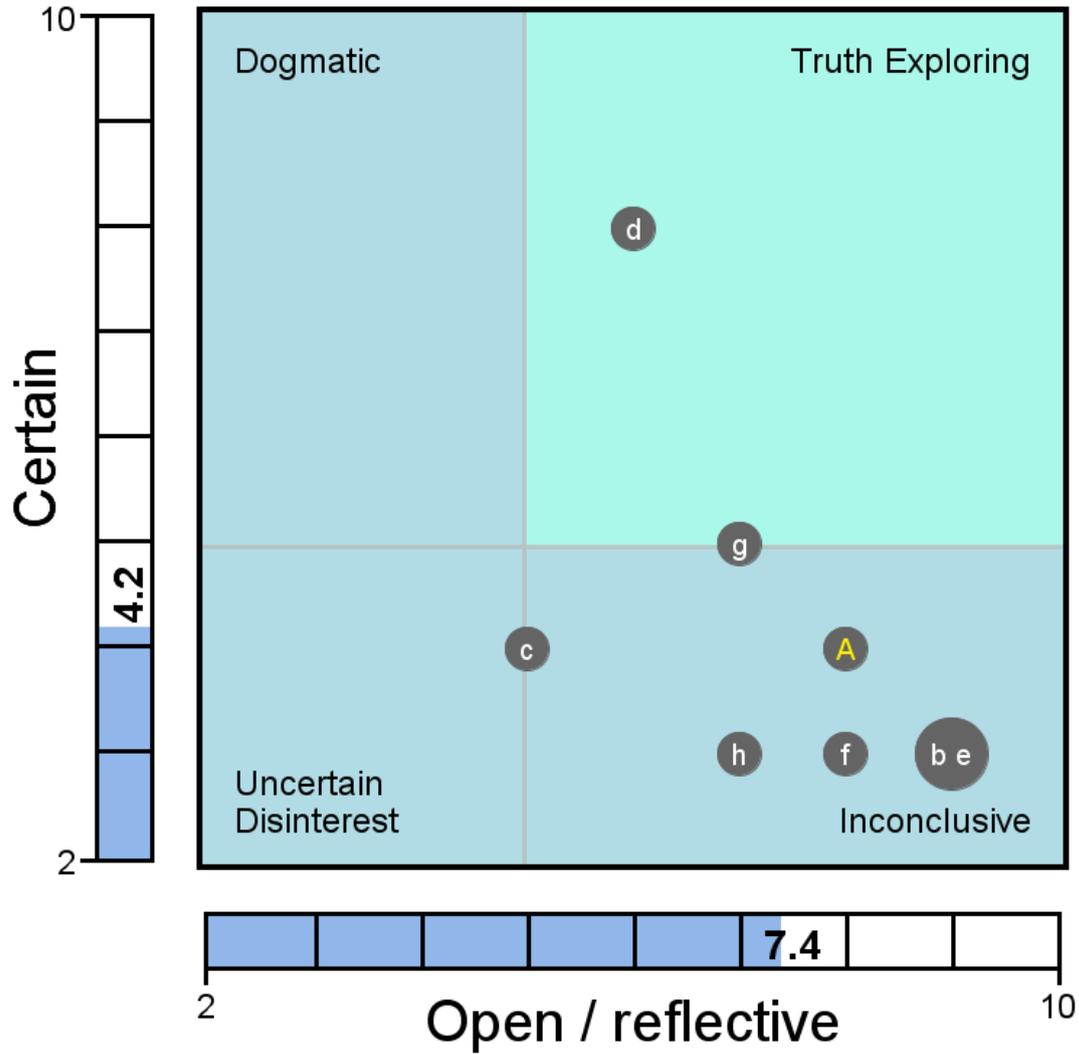
Distribution

	Quadrant Totals
Truth Exploring	2 (25%)
Dogmatic	-
Inconclusive	5 (63%)
Uncertain Disinterest	1 (13%)
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Self-Actualization (Self)
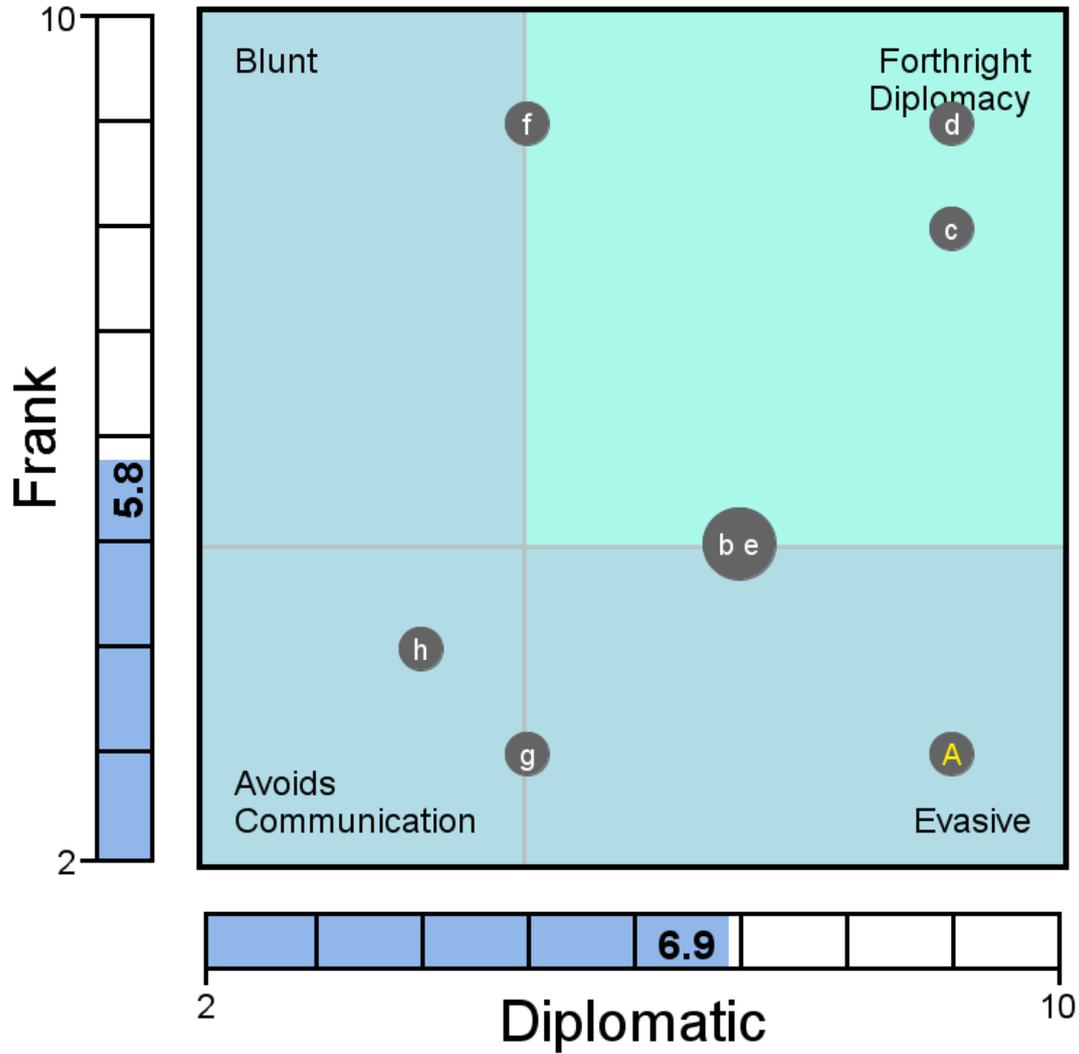
The tendency to expand our self-awareness and capabilities
through self-appreciation and the intention to improve
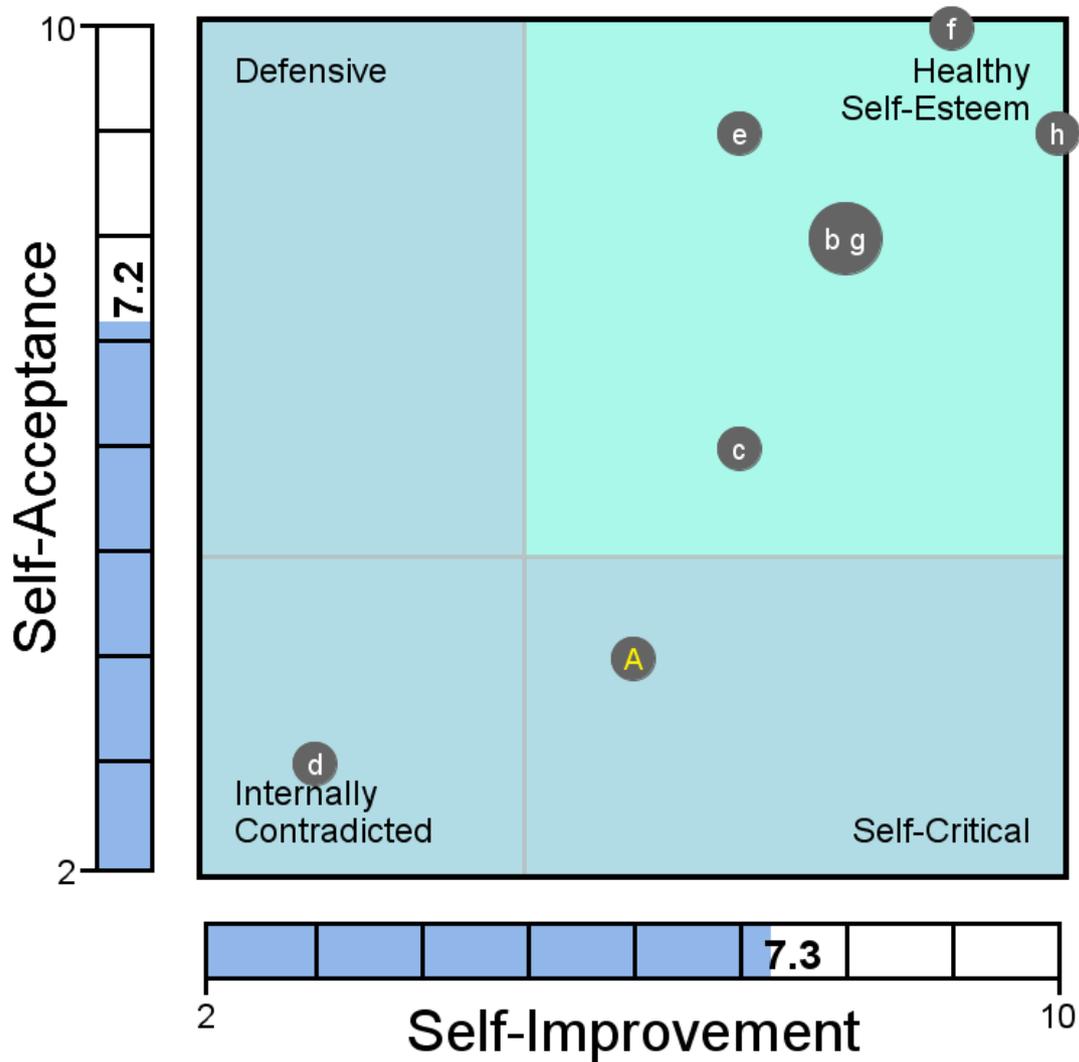
Distribution	
	Quadrant Totals
Healthy Self-Esteem	6 (75%)
Defensive	-
Self-Critical	1 (13%)
Internally Contradicted	1 (13%)
Color Totals	8 (100%)

Respectful Candor (Communication)

The tendency to communicate in a respectful and straightforward manner

Distribution	
	Quadrant Totals
Forthright Diplomacy	4 (50%)
Blunt	1 (13%)
Evasive	2 (25%)
Avoids Communication	1 (13%)
Color Totals	8 (100%)

Equity Mindset (Power)

The tendency to assert one's needs and respond to others needs
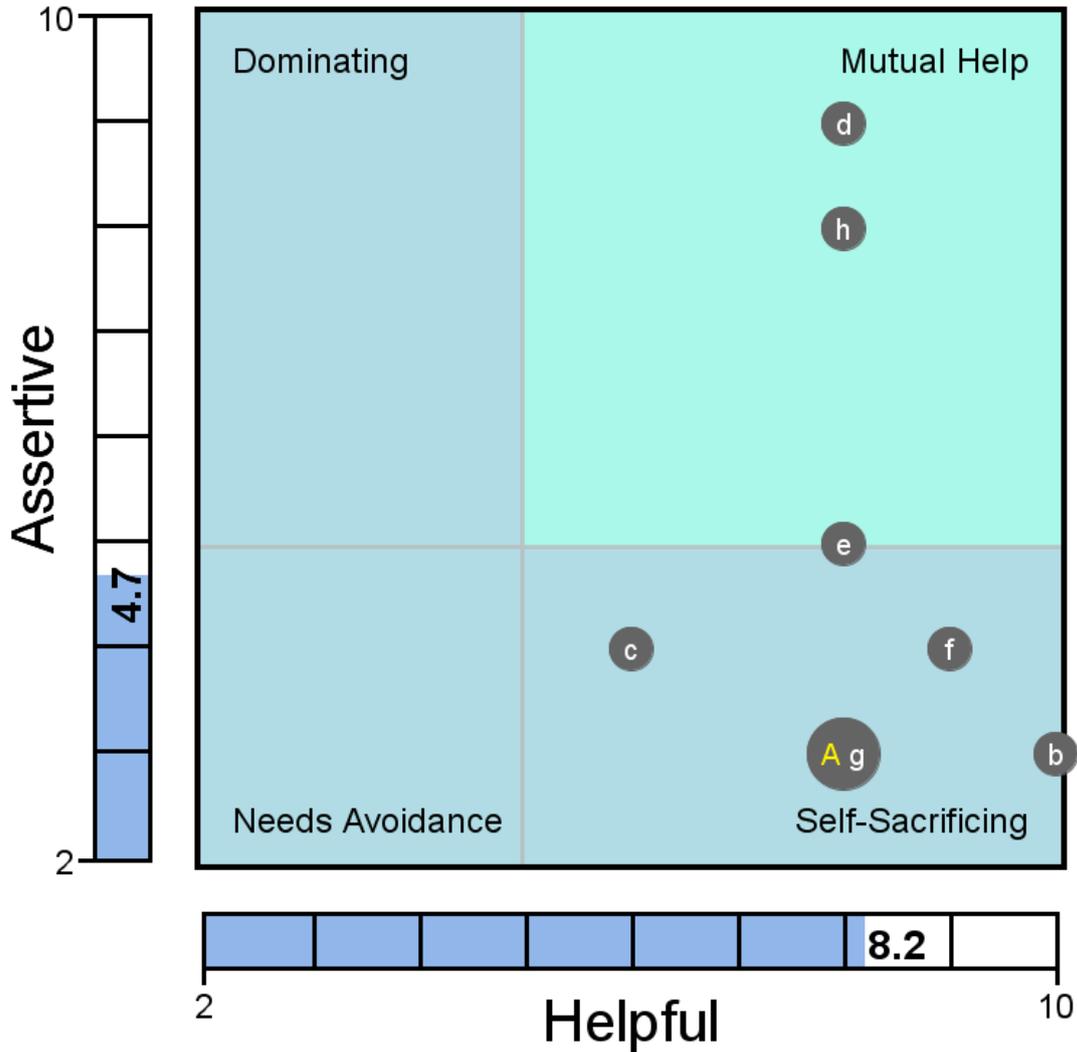
Distribution	
	Quadrant Totals
Mutual Help	2 (25%)
Dominating	-
Self-Sacrificing	6 (75%)
Needs Avoidance	-
Color Totals	8 (100%)

Instinctive Logic (Decision Approach)

The tendency to use both logic and intuition when making decisions and creating strategies
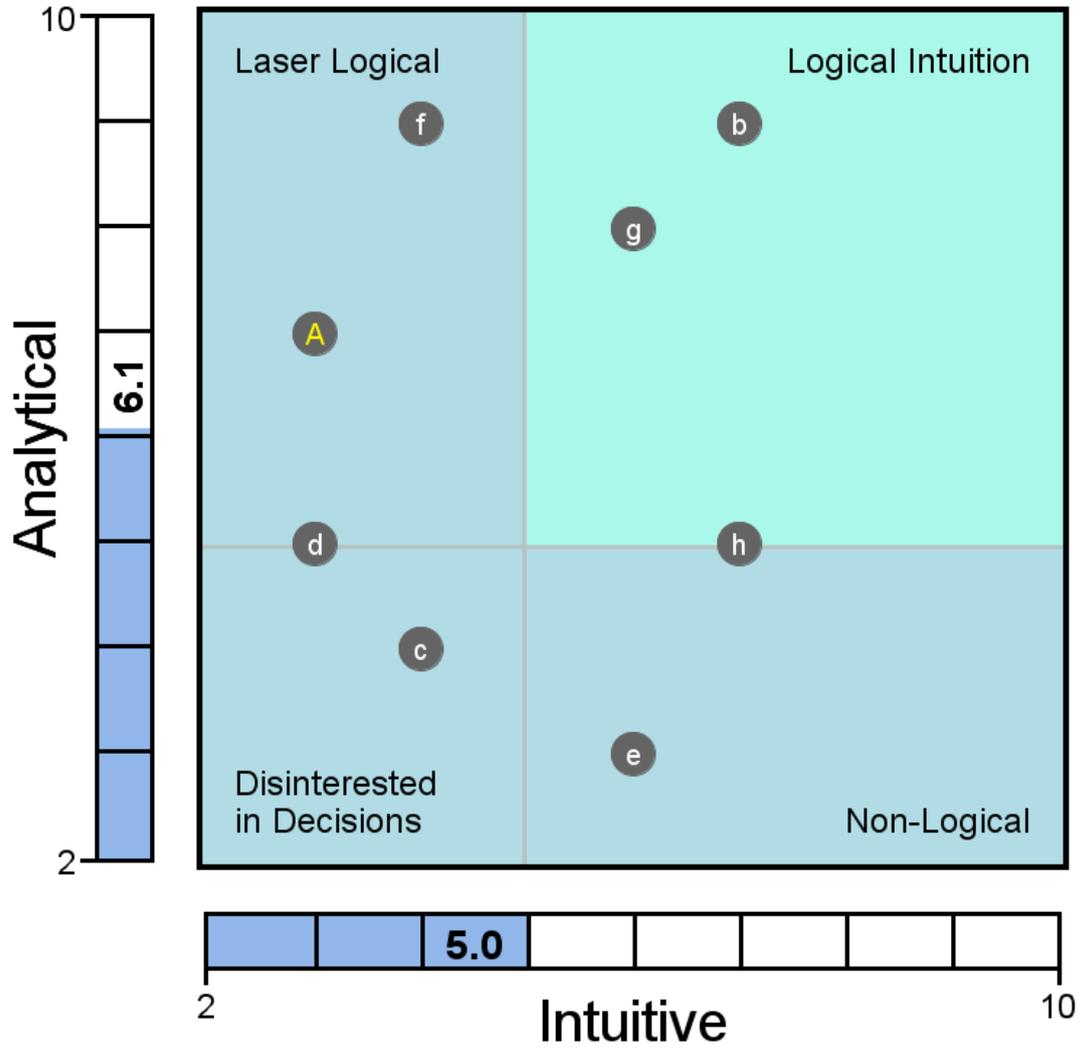
Distribution	
	Quadrant Totals
Logical Intuition	3 (38%)
Laser Logical	2 (25%)
Non-Logical	1 (13%)
Disinterested in Decisions	2 (25%)
Color Totals	8 (100%)

Sustained Results (Motivation)

The tendency to be self-motivated while minimizing stress
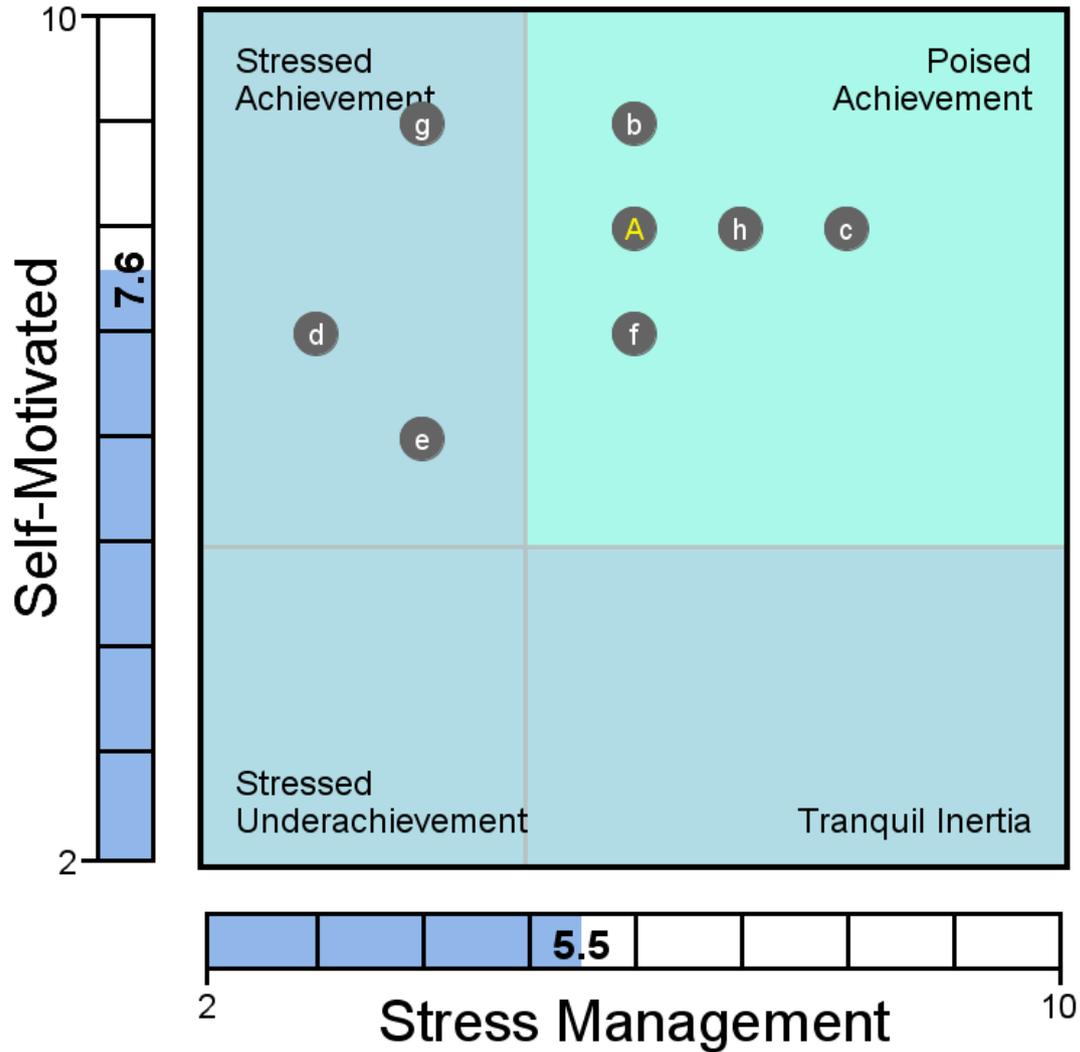
Distribution	
	Quadrant Totals
Poised Achievement	5 (63%)
Stressed Achievement	3 (38%)
Tranquil Inertia	-
Stressed Underachievement	-
Color Totals	8 (100%)

Focused Innovation (Innovation)

The tendency to combine persistence and inventiveness to achieve a goal
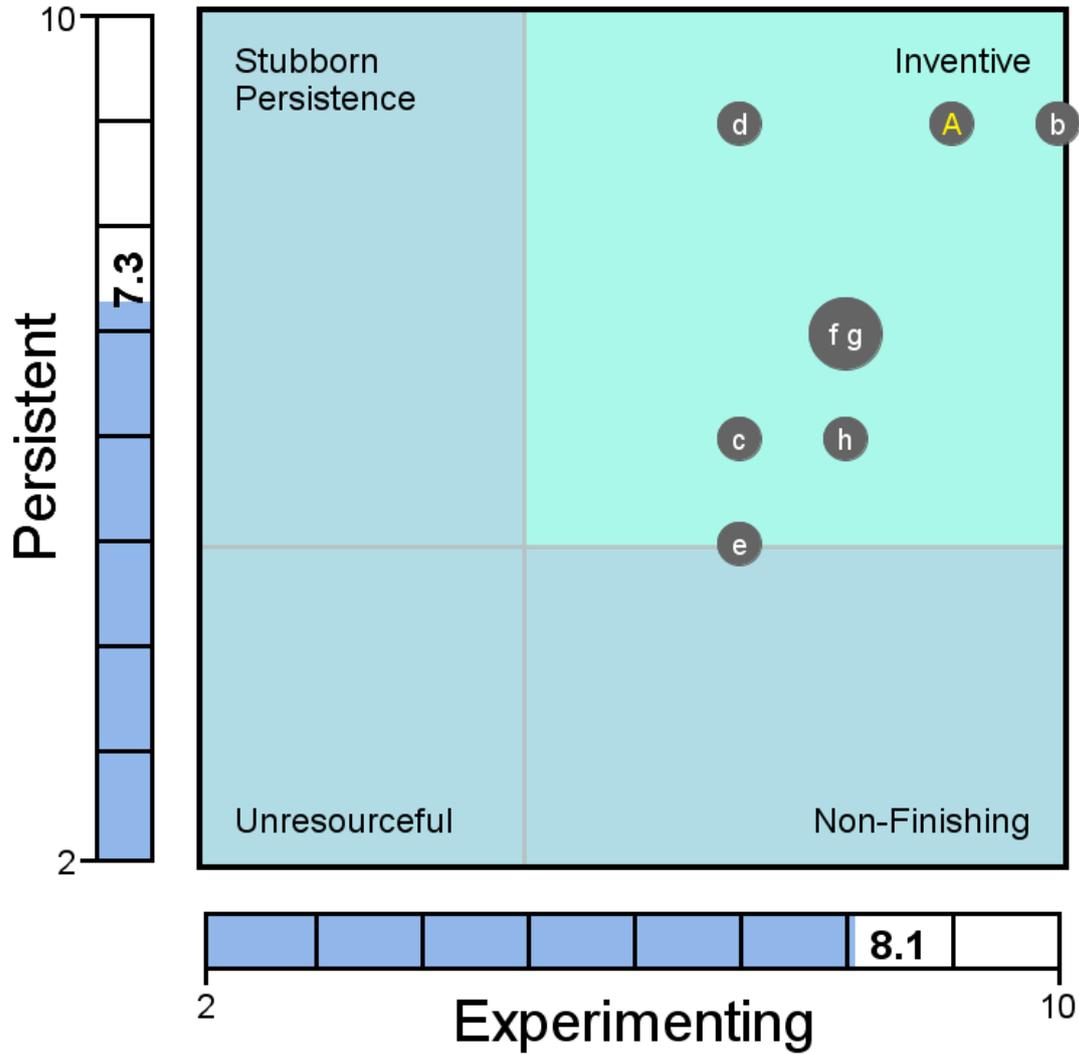
Distribution

	Quadrant Totals
Inventive	8 (100%)
Stubborn Persistence	-
Non-Finishing	-
Unresourceful	-
Color Totals	8 (100%)

Adaptive Efficiency (Organization)

The tendency to be orderly and adaptive
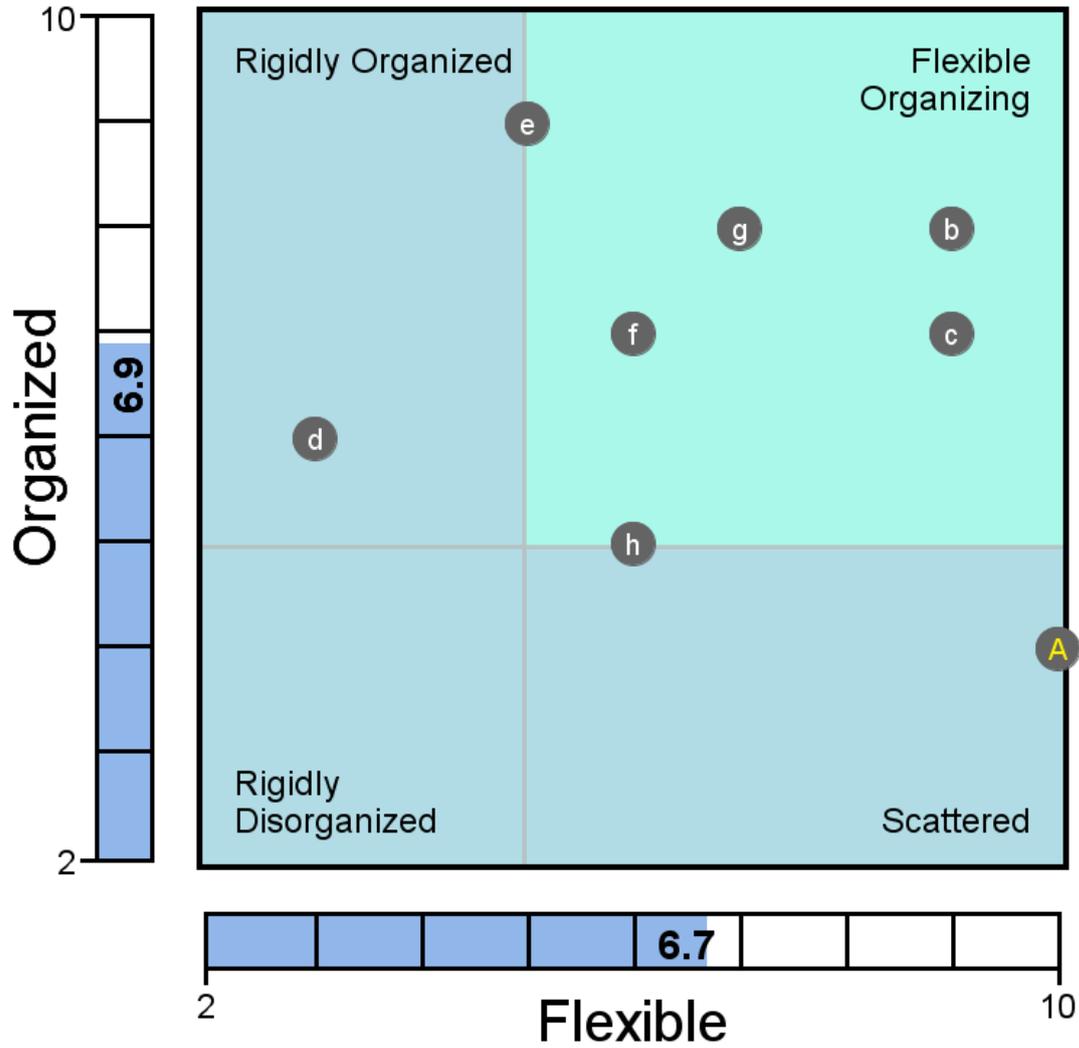
Distribution	
	Quadrant Totals
Flexible Organizing	4 (50%)
Rigidly Organized	2 (25%)
Scattered	2 (25%)
Rigidly Disorganized	-
Color Totals	8 (100%)

Opportunity Management (Strategic)

The tendency to analyze and take business or financial risks
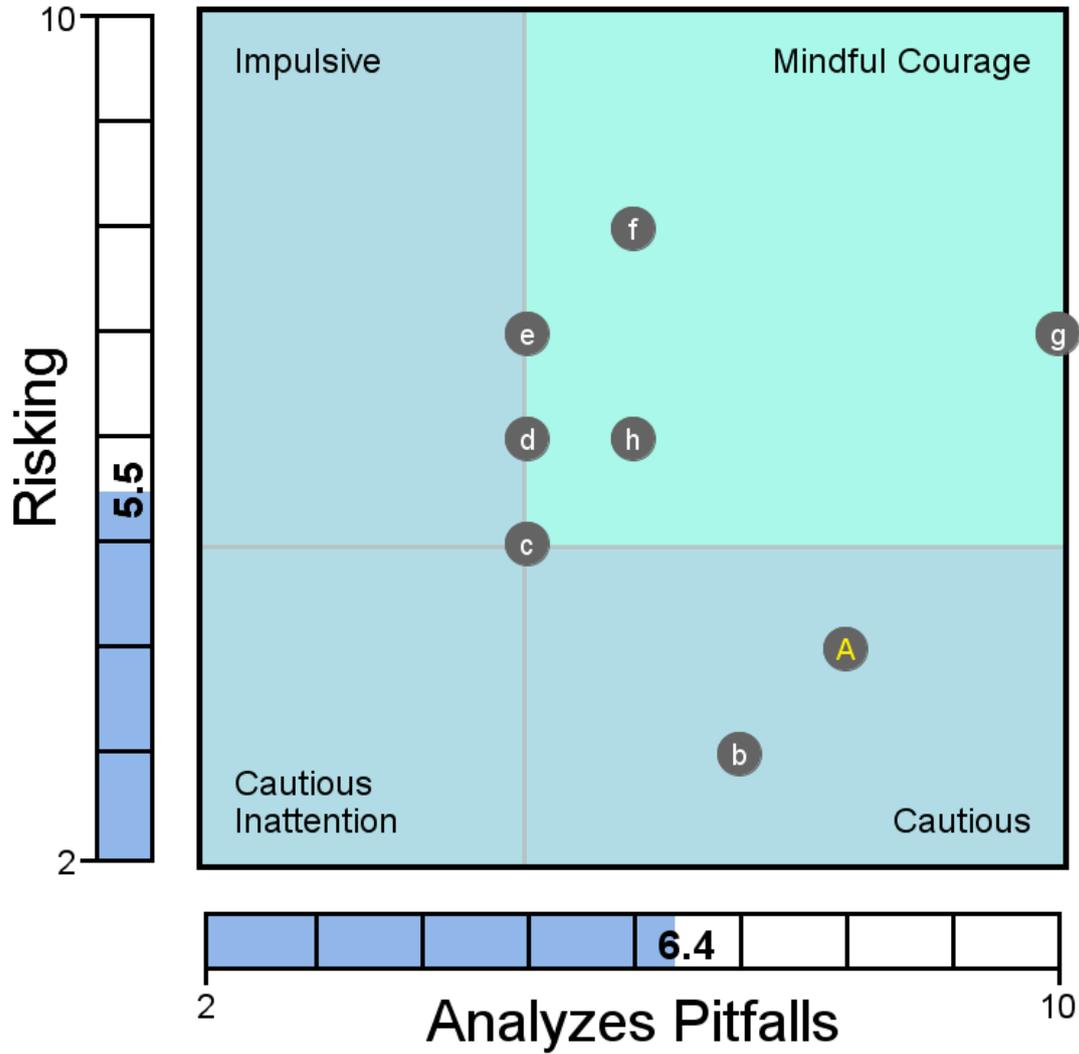
Distribution	
	Quadrant Totals
Mindful Courage	3 (38%)
Impulsive	2 (25%)
Cautious	2 (25%)
Cautious Inattention	1 (13%)
Color Totals	8 (100%)

Coaching Mindset (Driving)

The tendency to be warm, empathic, and hold others accountable
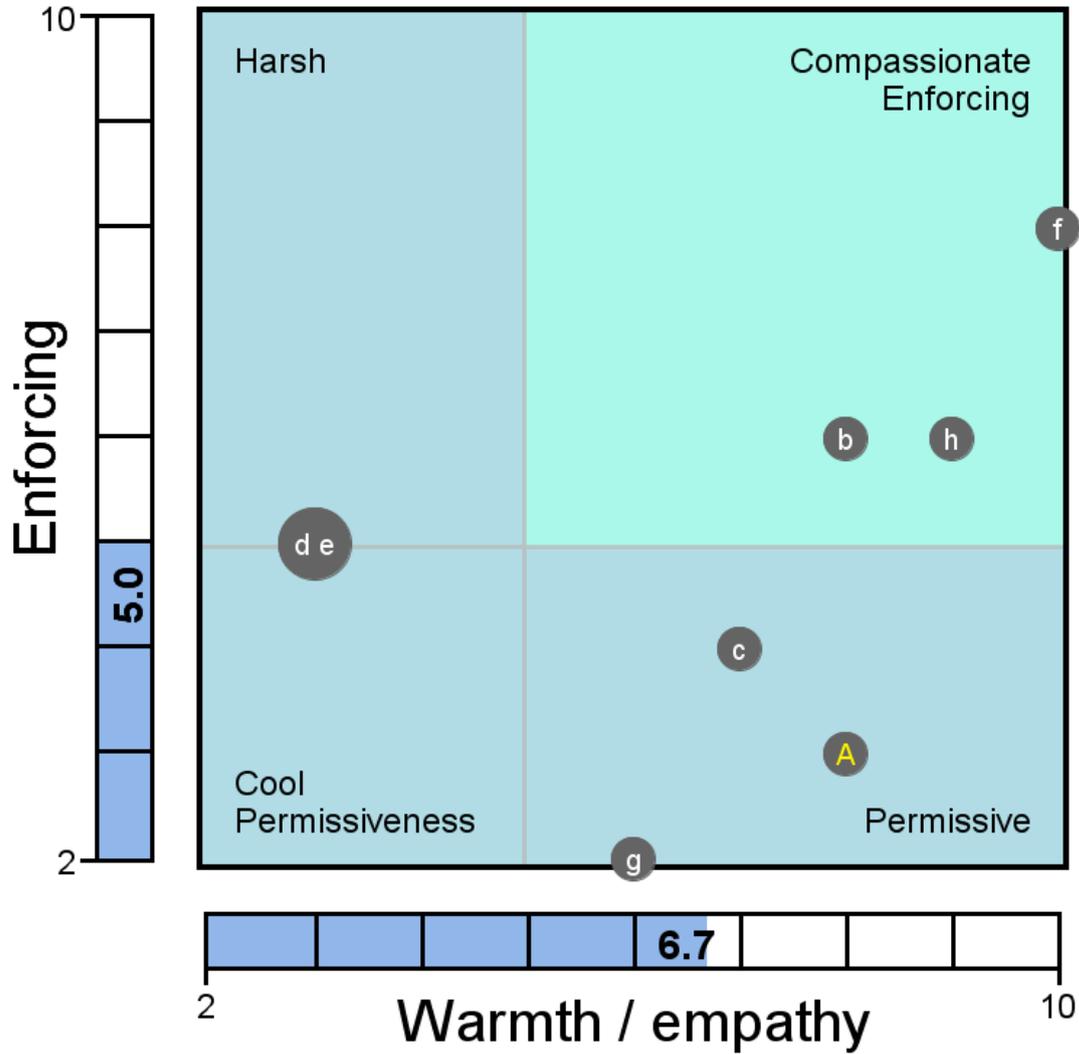
Distribution	
	Quadrant Totals
Compassionate Enforcing	3 (38%)
Harsh	1 (13%)
Permissive	3 (38%)
Cool Permissiveness	1 (13%)
Color Totals	8 (100%)

Collaborative Accountability (Delegation)

The tendency to accept decision-making authority and invite input from others
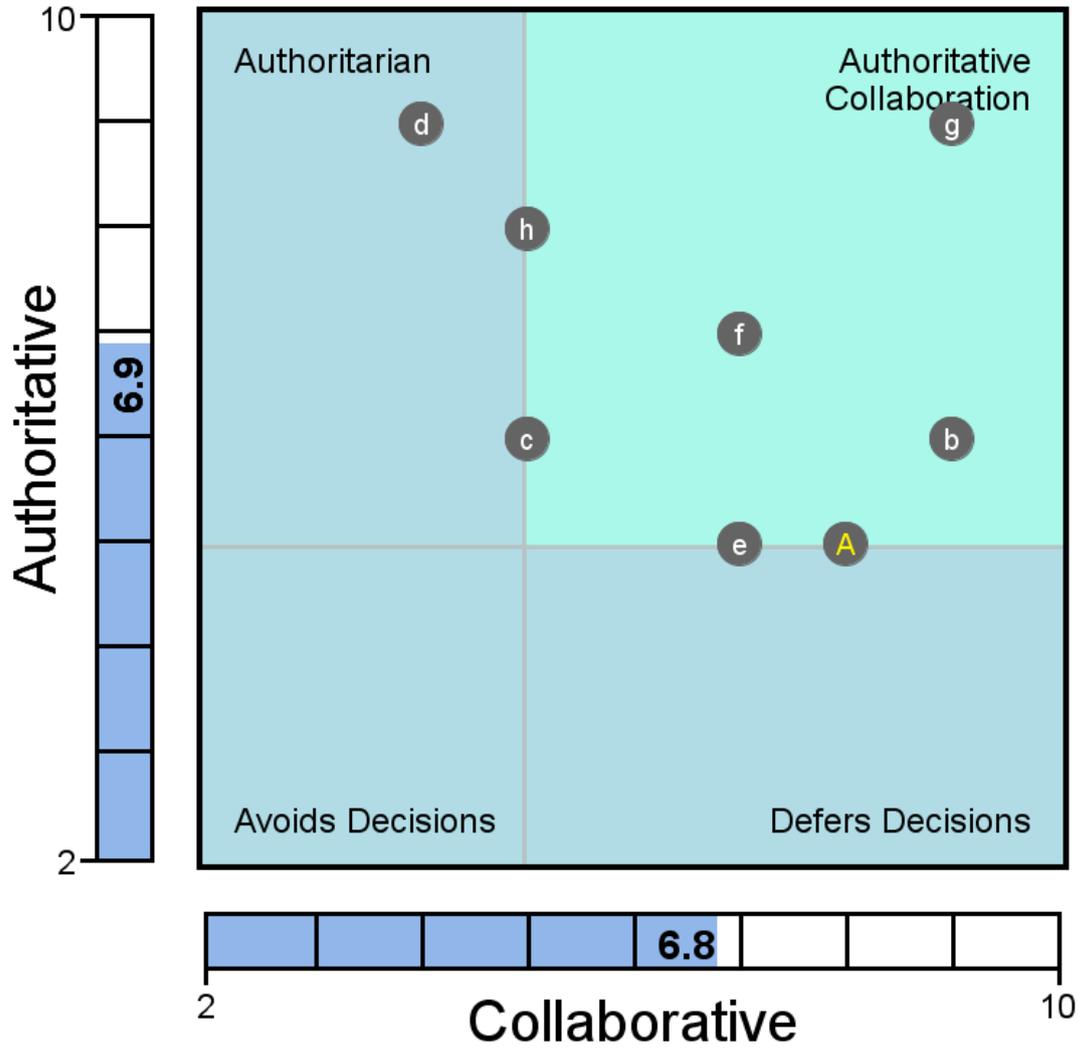
Distribution	
	Quadrant Totals
Authoritative Collaboration	6 (75%)
Authoritarian	2 (25%)
Defers Decisions	-
Avoids Decisions	-
Color Totals	8 (100%)

HARRISON
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Vigilant Resilience (Strategic Acumen)

The tendency to be optimistic while also being prudent regarding emerging issues
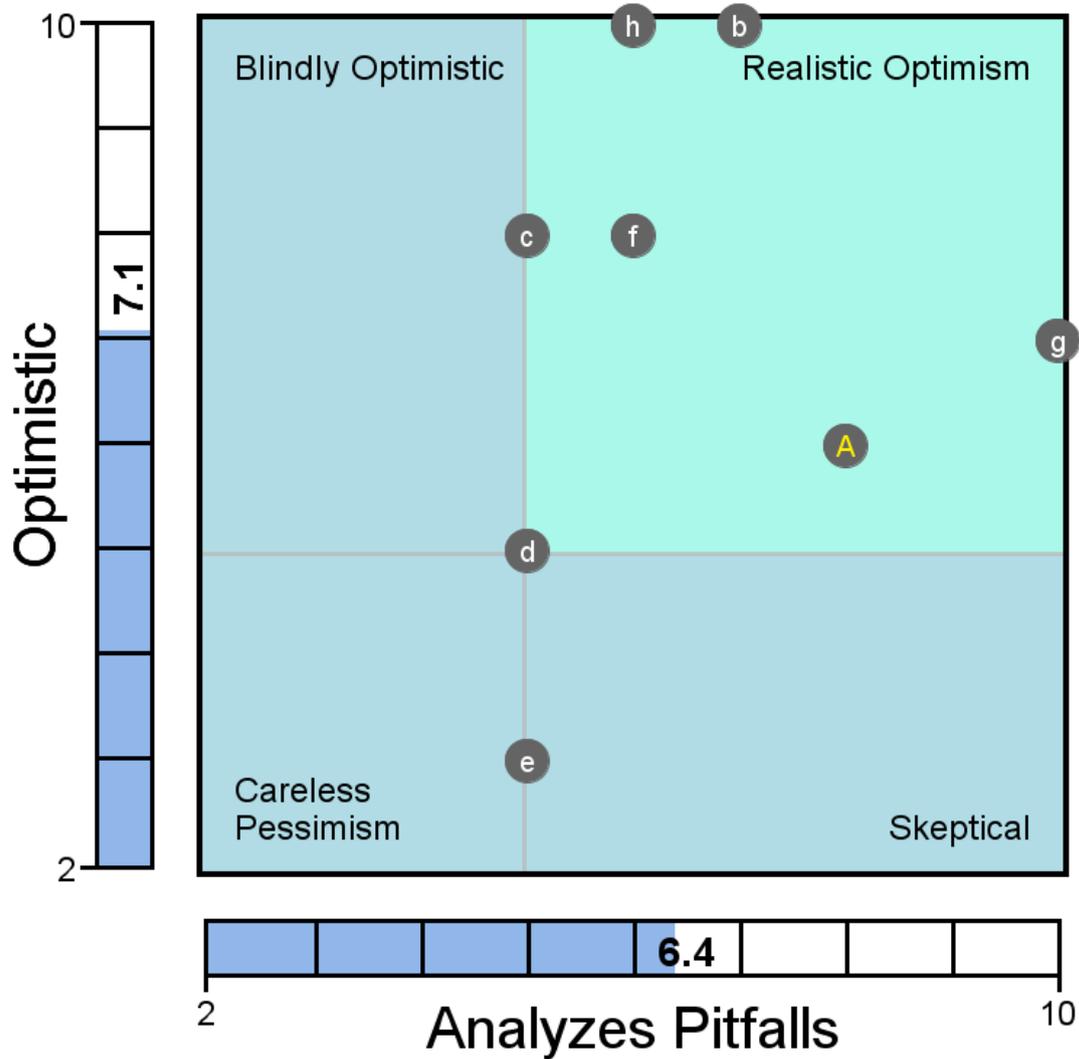
Distribution	
	Quadrant Totals
Realistic Optimism	5 (63%)
Blindly Optimistic	2 (25%)
Skeptical	-
Careless Pessimism	1 (13%)
Color Totals	8 (100%)

Employee	Traits	#1 Certain	#1 Open / reflective	#2 Self-Acceptance	#2 Self-Improvement	#3 Frank	#3 Diplomatic	#4 Assertive	#4 Helpful	#5 Analytical	#5 Intuitive	#6 Self-Motivated	#6 Stress Management	#7 Persistent	#7 Experimenting	#8 Organized	#8 Flexible	#9 Risking	#9 Analyzes Pitfalls	#10 Enforcing	#10 Warmth / empathy	#11 Authoritative	#11 Collaborative	#12 Optimistic	#12 Analyzes Pitfalls
A - David Archer		4.1	7.6	4.0	5.5	2.9	9.0	2.7	8.3	7.0	3.1	7.5	6.3	9.3	9.4	4.4	9.5	4.2	8.4	3.4	7.6	5.1	7.6	5.7	8.4
b - Ann Marcellino		3.3	9.0	8.2	8.3	5.2	7.3	2.9	9.5	8.6	7.2	8.8	6.2	8.7	9.6	7.9	9.0	2.9	6.9	6.0	8.2	5.5	9.2	10	6.9
c - Aseem Shuka		3.7	5.0	6.4	7.1	8.1	9.0	3.6	6.2	3.6	3.9	7.5	7.6	6.2	7.4	6.8	8.9	4.6	4.7	4.3	6.7	5.6	5.4	8.3	4.7
d - August Greider		7.9	5.7	2.9	3.0	8.6	9.0	8.8	8.3	4.5	2.6	7.1	3.2	9.3	7.0	6.3	3.0	5.6	4.7	4.5	3.4	9.1	4.1	5.2	4.7
e - Carol Dvorak		3.3	8.8	8.5	7.4	5.4	7.0	4.6	7.8	3.4	6.2	5.5	3.7	5.2	7.3	9.3	4.6	6.7	4.7	5.2	3.4	5.3	6.9	2.9	4.7
f - Noella Kiessling		3.1	8.3	9.9	8.8	8.9	4.9	4.1	9.2	8.5	3.9	7.1	5.5	6.5	7.8	7.3	5.7	7.6	6.0	7.9	9.6	7.1	7.4	8.1	6.0
g - Ram Kumar		5.1	7.2	8.4	8.4	3.3	5.3	2.7	8.4	8.0	5.9	9.1	4.4	7.1	8.1	8.4	7.0	7.0	9.7	2.4	5.6	9.1	9.2	7.0	9.7
h - Tuan Wang		3.3	7.3	9.1	9.9	4.3	3.5	7.8	8.2	5.3	7.2	8.0	7.4	5.8	7.9	4.6	5.9	5.7	5.9	6.4	8.7	8.3	4.9	9.8	5.9