

## Analysis of First Team - 08-Feb-2008

The following Team Matrix is an inventory of the one-to-one interrelationships between each of the First Team group members. The first Personality Type in each cell is that of the individual listed at the head of the row. The second Personality Type is that of the individual at the head of the column. The alphanumeric score records the compatibility score between them according to their Personality Types as follows:

Level 4 relationships demonstrate the highest degree of compatibility and allow both individuals the possibility of dealing constructively with each other's dominant strengths, as well as being able to understand and relate to each other's more vulnerable characteristics.

Level 3 relationships demonstrate above average compatibility and allow both individuals the possibility of being able to understand and relate to each other's more vulnerable characteristics, while frequently denying one or both individuals the opportunity of dealing constructively with each other's dominant strengths.

Level 2 relationships demonstrate average compatibility and allow both individuals the possibility of dealing constructively with each other's dominant strengths, while frequently denying one or both individuals the opportunity of being able to understand and relate to each other's more vulnerable characteristics.

Level 1 relationships fail to demonstrate an acceptable level of compatibility by rarely allowing either or both individuals the possibility of dealing constructively with each other's dominant strengths, while at the same time frequently denying one or both individuals the opportunity of being able to understand and relate to each other's more vulnerable characteristics.

The alpha characteristic defines the degree of compatibility for each level from lowest (A) to highest (D).

The single numeric score is a measurement of compatibility ranging from a low of zero to a high of 15. The scores can be accumulated for either individual aggregate scores or team aggregate scores and correlate to the overall compatibility network between team members, as well as the overall compatibility score for the team. The higher the scores for compatibility, the more compatible the team. Compatibility scores also have a direct relationship to the productivity of the group.

### Team Matrix:

	Firstname Lastname (F.N.)	Test Subject	Sample Employee
Firstname Lastname (F.N.)	---	ESFJ vs. ENFJ (2C,6)	ESFJ vs. ESFJ (4B,13)
Test Subject	ENFJ vs. ESFJ (2C,6)	---	ENFJ vs. ESFJ (2C,6)
Sample Employee	ESFJ vs. ESFJ (4B,13)	ESFJ vs. ENFJ (2C,6)	---
Total	19	12	19

### Team Summary:

Team total	50	Team total is the total accumulated team compatibility score for the group.
Team compatibility	55.56%/119.05%/36.51%	Team compatibility is the percentage score for the team against the highest possible team score. This figure bears a direct relationship with productivity.
Team score	16.7	Team score is the average compatibility score for all of the team members in the group.
Top split quarter	12.5	Top split quarter is the cut off compatibility score for the top quarter of the team members.

The following table is an inventory of the Personality Type on the First Team.

### **Team Distribution:**

#### **Type Count**

INFP	0
INFJ	0
INTP	0
INTJ	0
ISFP	0
ISFJ	0
ISTP	0
ISTJ	0
ENFP	0
ENFJ	1
ENTP	0
ENTJ	0
ESFP	0
ESFJ	2
ESTP	0
ESTJ	0

The following table ranks the individuals on the team from the highest to the lowest compatibility scores. The significance of this chart is the position of the top performers and their compatibility network with the remainder of the team members. Important factors like job satisfaction, performance improvement and productivity can be directly related to the position that team members have on the ranked order. Raising the lowest individual's compatibility score will have a direct impact on raising the level of communication and productivity among the team.

### **Rank Order of Team Members:**

<b>Name</b>	<b>Compatibility</b>
Firstname Lastname (F.N.)	19
Sample Employee	19
Test Subject	12

Changing the organizational culture can be naturally achieved by raising the team compatibility percentage while adding an individual or individuals to the top split quarter and marking an increase in the lowest person's percentage compatibility score. Once again the effect will become most noticeable among the highest performers in the organization. The resulting cultural changes will be felt in the areas of communication and compatibility among team members performing at higher levels of productivity. By shifting the culture the emphasis on productivity and compatibility networking is reinforced throughout the organization. Job satisfaction and retention levels are also positively affected.

The following table is an inventory of "What If" possibilities for increasing the total number of team members within each of the sixteen Personality Types. It should also be noted that the Personality Types of the Middle and Senior Management persons as well as the Leadership and Executive members also creates a force that affects the culture. Increasing the overall compatibility percentage scores must include a diversity of roles and

positions within the organization to effectively produce the desired positive results. Polarities between management, leadership and the remainder of the organization need to be addressed through a compatibility network strategy that prevents communication gaps from interfering with communication and productivity of the team. When there is alignment between the compatibility percentage score of each individual with all levels of the organization an organization's culture can grow and develop in a positive manner that can easily and naturally be measured.

### Effect of adding one member of each type:

Type	Team compatibility (base 15/base 7/final)	Team score	Top split 1/4	Lowest Person	Message
----	55.56%/119.05%/36.51%	16.7	12.5	12 (-28.0%)	<i>ORIGINAL</i>
INFP*	45.56%/97.62%/47.94%	20.5	15.4	12 (-41.5%)	Failed to raise lowest person.
INFJ	50.00%/107.14%/42.86%	22.5	16.9	24 (6.7%)	Success
INTP	60.00%/128.57%/31.43%	27.0	20.3	27 (0.0%)	Failed to improve final team compatibility.
INTJ*	55.56%/119.05%/36.51%	25.0	18.8	15 (-40.0%)	Failed to raise lowest person.
ISFP*	36.67%/78.57%/58.10%	16.5	12.4	20 (21.2%)	Failed top split 1/4.
ISFJ	58.89%/126.19%/32.70%	26.5	19.9	16 (-39.6%)	Failed to improve final team compatibility. Failed to raise lowest person.
ISTP	68.89%/147.62%/21.27%	31.0	23.3	19 (-38.7%)	Failed to improve final team compatibility. Failed to raise lowest person.
ISTJ*	46.67%/100.00%/46.67%	21.0	15.8	23 (9.5%)	Success
ENFP*	52.22%/111.90%/40.32%	23.5	17.6	14 (-40.4%)	Failed to raise lowest person.
ENFJ	55.56%/119.05%/36.51%	25.0	18.8	25 (0.0%)	Success
ENTP*	48.89%/104.76%/44.13%	22.0	16.5	13 (-40.9%)	Failed to raise lowest person.
ENTJ	54.44%/116.67%/37.78%	24.5	18.4	26 (6.1%)	Success
ESFP*	43.33%/92.86%/50.48%	19.5	14.6	22 (12.8%)	Failed top split 1/4.
ESFJ	63.33%/135.71%/27.62%	28.5	21.4	18 (-36.8%)	Failed to improve final team compatibility. Failed to raise lowest person.
ESTP*	40.00%/85.71%/54.29%	18.0	13.5	21 (16.7%)	Failed top split 1/4.
ESTJ	64.44%/138.10%/26.35%	29.0	21.8	17 (-41.4%)	Failed to improve final team compatibility. Failed to raise lowest person.

\* Warning: This type created a level 1 relationship.