



Team Preferences Profiler Profile Chart

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07/03/2020



Team Preferences Profiler Introduction

Introduction to the TPP Profile

This profile chart provides graphical representations of:

- * Preferred roles that may be played in a team setting
- * These roles are associated with underlying personality preferences

Feedback Guidelines

When exploring the profile with the respondent:

- * Emphasise that TPP is a self-report questionnaire
- * Remind them it is not about ability - there are no rights or wrongs
- * Explain that no questionnaire is infallible - it is alright to disagree
- * Encourage a full, open two-way dialogue
- * Explain that their responses have been compared with a large sample of similar people



Team Preferences Profiler Profile Chart

	Low		Ave				High					
PEOPLE FOCUS	•	•	◆	•	•	•	•	•	•	•	•	Organiser Controls the team. Assertive but not overbearing. Enthusiastic. Wants to achieve goals.
PEOPLE FOCUS	•	•	•	•	•	◆	•	•	•	•	•	Harmoniser Amiable, amenable, caring. Likes to maintain team harmony. Defuses conflict.
PEOPLE FOCUS	•	◆	•	•	•	•	•	•	•	•	•	Networker Friendly. Has wide networks. Looks for outside resources. Negotiates; does deals.
THINKING FOCUS	•	•	•	•	•	◆	•	•	•	•	•	Creator Creative, imaginative. Less constrained. More radical thinker. Likes novelty. May need praise.
THINKING FOCUS	•	•	•	•	•	•	•	•	◆	•	•	Critic Objective, detached, rational. Careful decision taker. May lack real commitment.
DOING FOCUS	•	•	•	•	•	•	◆	•	•	•	•	Doer Conscientious, methodical. Ties up loose ends. Anxious to get details right.
DOING FOCUS	•	•	•	•	•	◆	•	•	•	•	•	Planner Structured, orderly. Committed to work and the organisation. Concerned about delivery.
DOING FOCUS	•	•	•	•	•	•	◆	•	•	•	•	Driver Competitive, goal oriented. Driven to succeed at any cost. Energetic and single-minded. Not afraid of conflict.
DATA FOCUS	•	•	•	•	•	•	•	◆	•	•	•	Technician Inputs specialist knowledge/skill. A source of advice in own area of expertise. Focuses on a narrow area of competence.