

I. Team Culture

Bill is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Being energetic and enterprising; stimulating others to thought and action Having a “can-do” attitude, seeing nothing as beyond his capabilities	Going from one enthusiasm to another without achieving results Casting aside tried-and-true methods simply because they have been tried	Fail to demonstrate initiative or want to dampen his drive Rigidly support bureaucracy and restrict autonomy	Prioritising and seeing through those projects with real potential Realising that many traditions are worth maintaining

Brian is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Helping the team define, decide on, and accomplish its purpose Working to ensure closure and follow-through	Being too single-minded in pursuit of team goals Creating too many systems and structures	Leave agreed-upon tasks unfinished Require him to work in a group on tasks that could be done independently	Inviting feedback and assistance when working toward team goals Realising that some things aren't important enough to systemize

Fred is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Bring energy and enthusiasm to tasks Devising structures that are logical and efficient	Acting as if everything should have been completed yesterday Overlooking others' need for intimacy, personal connection, or appreciation	Exhibit a casual attitude about time and deadlines Shy away from debate for fear of hurting others' feelings	Recognising that treating a deadline as a rough guideline can sometimes achieve better results Understanding that personal connections help cement people to a task

Julie is likely to contribute by:	She may irritate team members by:	She may be irritated by team members who:	She can maximise effectiveness by:
Respecting tradition and hierarchical structure Staying on task, being an example to others with her consistent follow-through	Being too serious, a-stick-in-the-mud Expecting others to conform to standard operating procedures and thus not encouraging innovation	Lack focus and follow-through Fail to acknowledge practical, utilitarian aspects of an idea or process	Having fun and allowing for spontaneity Developing tolerance and appreciation for those who use non-traditional methods

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Team Culture *cont'd*

Lucy is likely to contribute by:	She may irritate team members by:	She may be irritated by team members who:	She can maximise effectiveness by:
Striving for diversity and fostering cooperation and fun Providing creativity, energy, and warmth	Being too flighty, flitting from cause to cause Expecting others to be comfortable with a free-flowing, open-ended approach	Restrict options and won't at least consider the impossible Fail to acknowledge the importance of insight and imagination	Determining what is most important to her and sticking to it Recognising the usefulness of structures and guidelines

Tim is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Respecting tradition and hierarchical structure Staying on task, being an example to others with his consistent follow-through	Being too serious, a-stick-in-the-mud Expecting others to conform to standard operating procedures and thus not encouraging innovation	Lack focus and follow-through Fail to acknowledge practical, utilitarian aspects of an idea or process	Having fun and allowing for spontaneity Developing tolerance and appreciation for those who use non-traditional methods

Victor is likely to contribute by:	He may irritate team members by:	He may be irritated by team members who:	He can maximise effectiveness by:
Being energetic and enterprising; stimulating others to thought and action Having a "can-do" attitude, seeing nothing as beyond his capabilities	Going from one enthusiasm to another without achieving results Casting aside tried-and-true methods simply because they have been tried	Fail to demonstrate initiative or want to dampen his drive Rigidly support bureaucracy and restrict autonomy	Prioritising and seeing through those projects with real potential Realising that many traditions are worth maintaining