



# Team Dimensions Profile

## Helping People Work More Effectively in Teams

Successful team members don't do the same thing at the same time. They do the right thing at the right time. And while team members work together toward a common goal, individuals still must play their separate parts in the process.

As organizations rely more and more on teams to innovate, problem-solve, produce, and compete at the speed of change, understanding and capitalizing on individual approaches to group processes is the bottom line on creating high performance teams.

### Discover the Right Roles for the Right People

The *Team Dimensions Profile* is a unique self-directed learning instrument that helps individuals work from their strengths by identifying their most natural team role. It helps team members understand the importance of each role and furthers their appreciation of each individual's contribution. The five roles include Creator, Advancer, Refiner, Executor, and Flexer.





## **“Z Process” Keeps Teams Moving in the Right Direction**

The *Team Dimensions Profile* maps the flow of assigning roles, completing tasks, and handing off tasks to other team members through the Z Process. In this relay process, tasks are passed from Creators to Advancers, from Advancers to Refiners, and from Refiners to Executors. Flexers keep the process moving by filling gaps in the team.

## **Capitalize on Individual Strengths for Total Team Performance**

The *Team Dimensions Profile* helps teams in your organization

- identify individual approaches to innovative teamwork
- match individual strengths with team roles
- reinforce and appreciate the contributions of others
- reduce team stress and conflict
- foster trust and build mutual support
- encourage team innovation and problem-solving
- reduce project cycle time and increase productivity

The *Team Dimensions Profile* and its unique Z Process help you begin and end with success in meeting the team challenge. It's a proven way to clarify roles, simplify processes, and maximize individual contributions for total team results.

## **Related Products**

The *Team Dimensions Profile* Facilitator's Kit provides everything trainers need to administer the *Team Dimensions Profile* in facilitated sessions. The kit includes research and technical background, a fully scripted seminar, presentation materials on CD-ROM, and two profiles. Contact your Inscape Publishing Authorized Distributor for details.

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