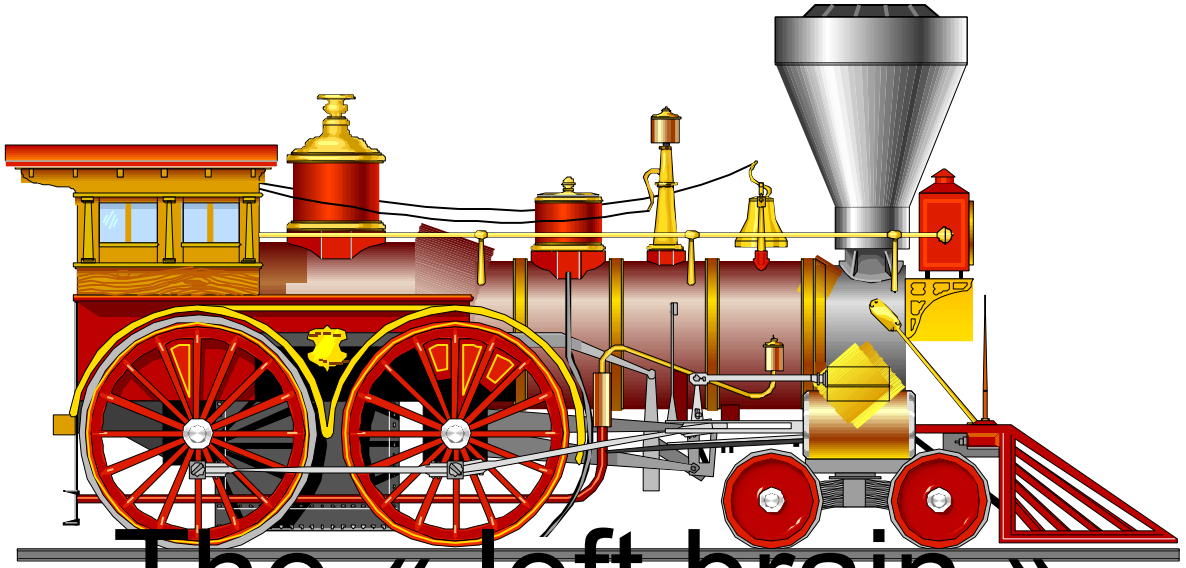
HOW TO OPTIMIZE TEAM WORK?

- One team = several personalities
- One team = several brain dominances
- One team = added value of the addition of the differences
- One team = right person at the right place
- One team = functions and roles in line and with the competences and with the motivation of the candidates
- A performant team includes: Strategic, rational, methodological, and relational profiles



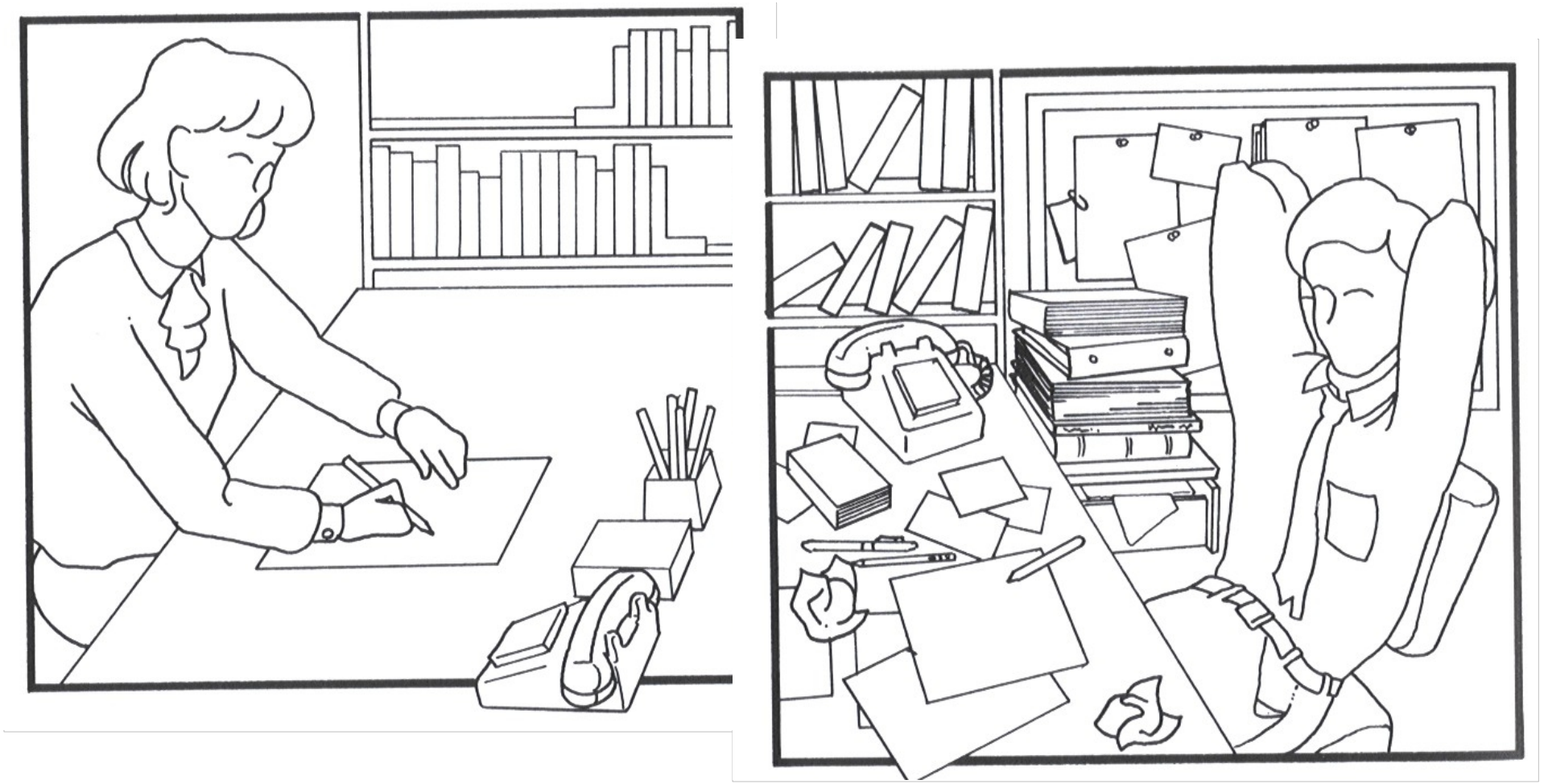
The « left brain »

Analytical - Sequentiel

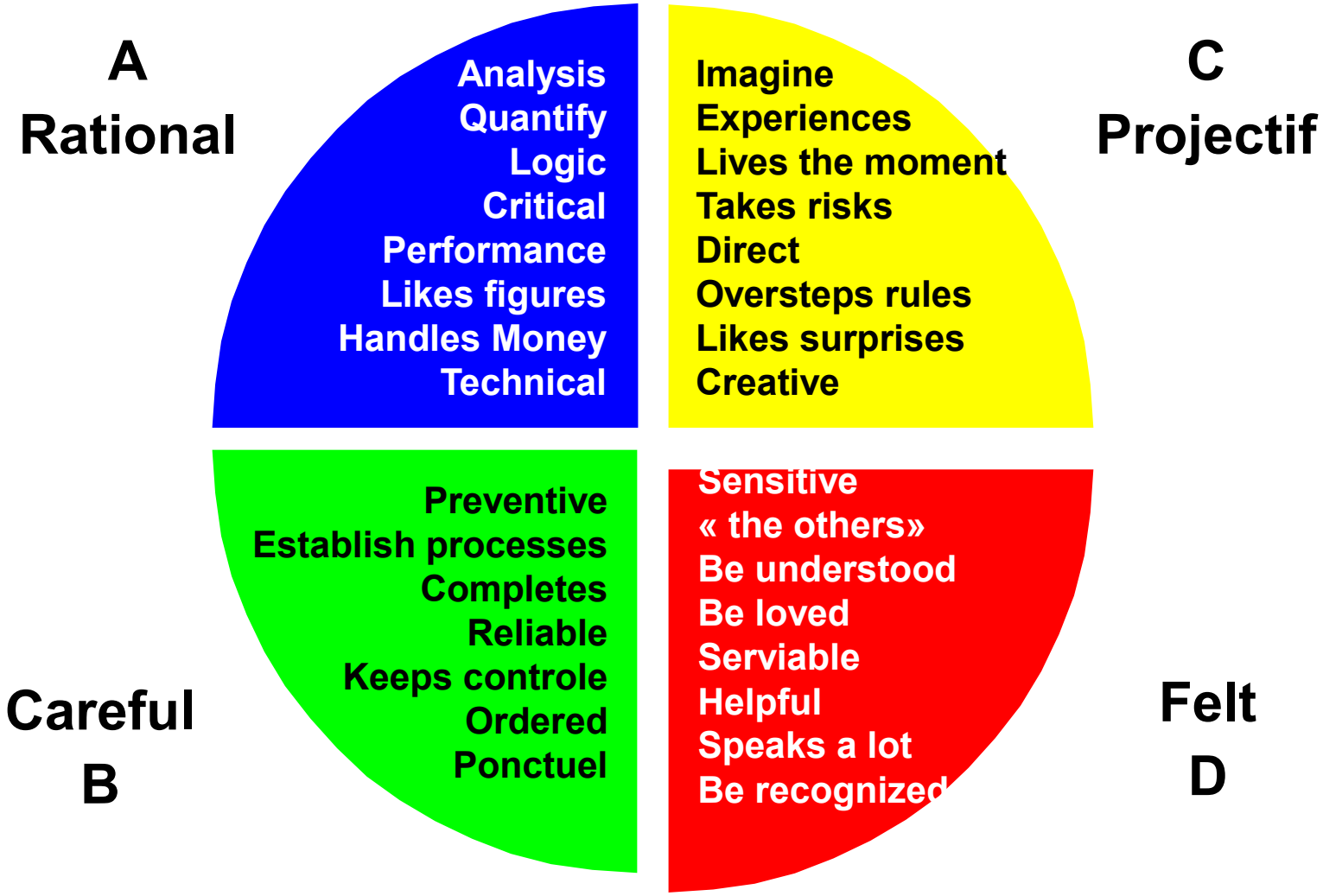
Rational - Linear - Méchanical

Le « right brain »

Synthetic - Simultaneity
Global - Intuitif - Artistic...



Ned Herrmann – The Creative Brain


A
Rational
Analysis
Quantify
Logic
Critical
Performance
Likes figures
Handles Money
Technical
C
Projectif
Imagine
Experiences
Lives the moment
Takes risks
Direct
Oversteps rules
Likes surprises
Creative
Careful
B
Preventive
Establish processes
Completes
Reliable
Keeps controle
Ordered
Ponctuel
Felt
D
Sensitive
« the others»
Be understood
Be loved
Serviable
Helpful
Speaks a lot
Be recognized

A

- Priority on the financial aspects
- Understand the technical components
- Quantify with accuracy
- Argue rationaly
- Solves problems logicaly
- Analyse the possibilities
- Gather facts

D

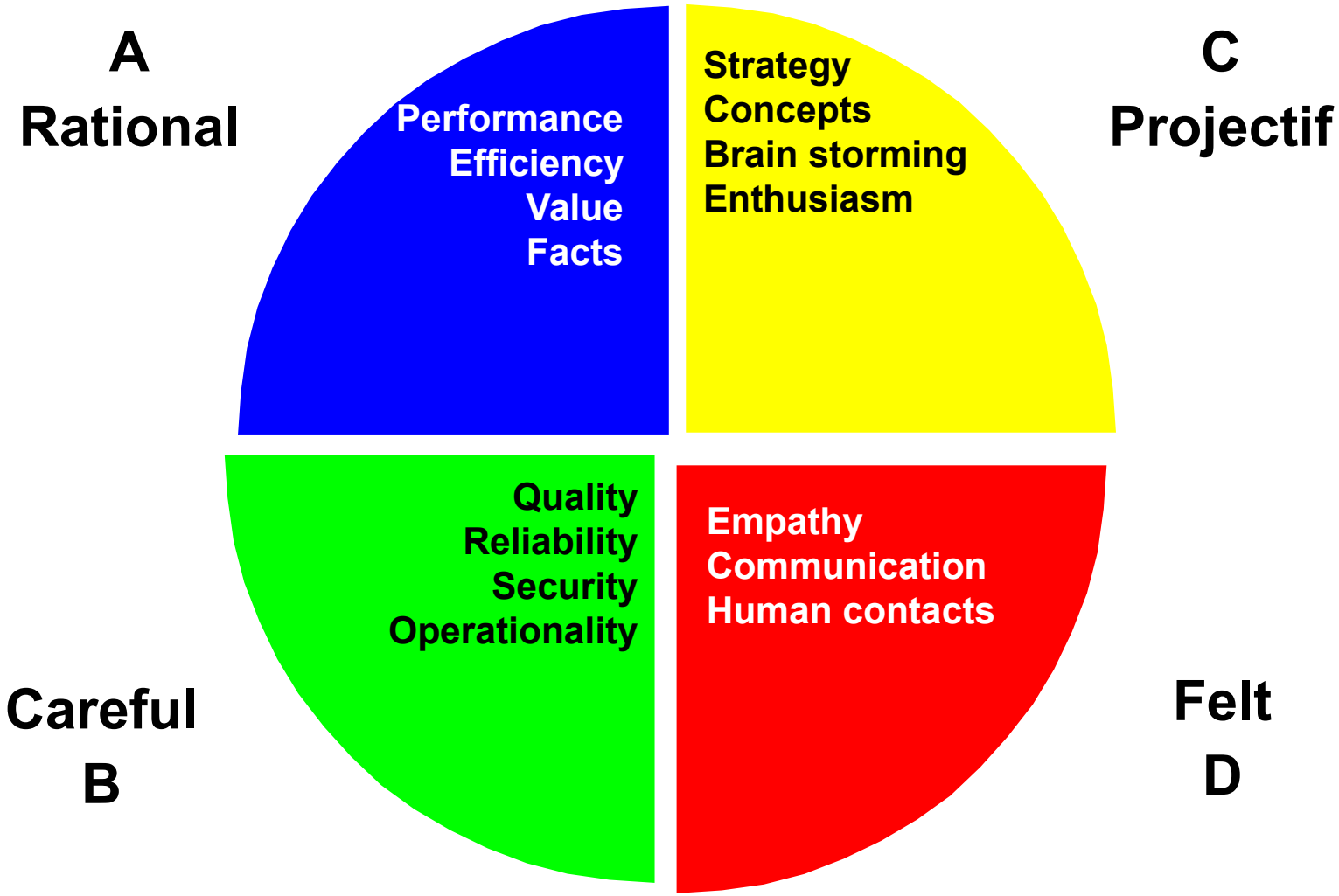
- Solves problems intuitively
- Globalises and integrates separates elements in a new all
- Tolerates ambiguity
- Identify signs of changes
- See things on a global level
- Integrates ideas and concepts

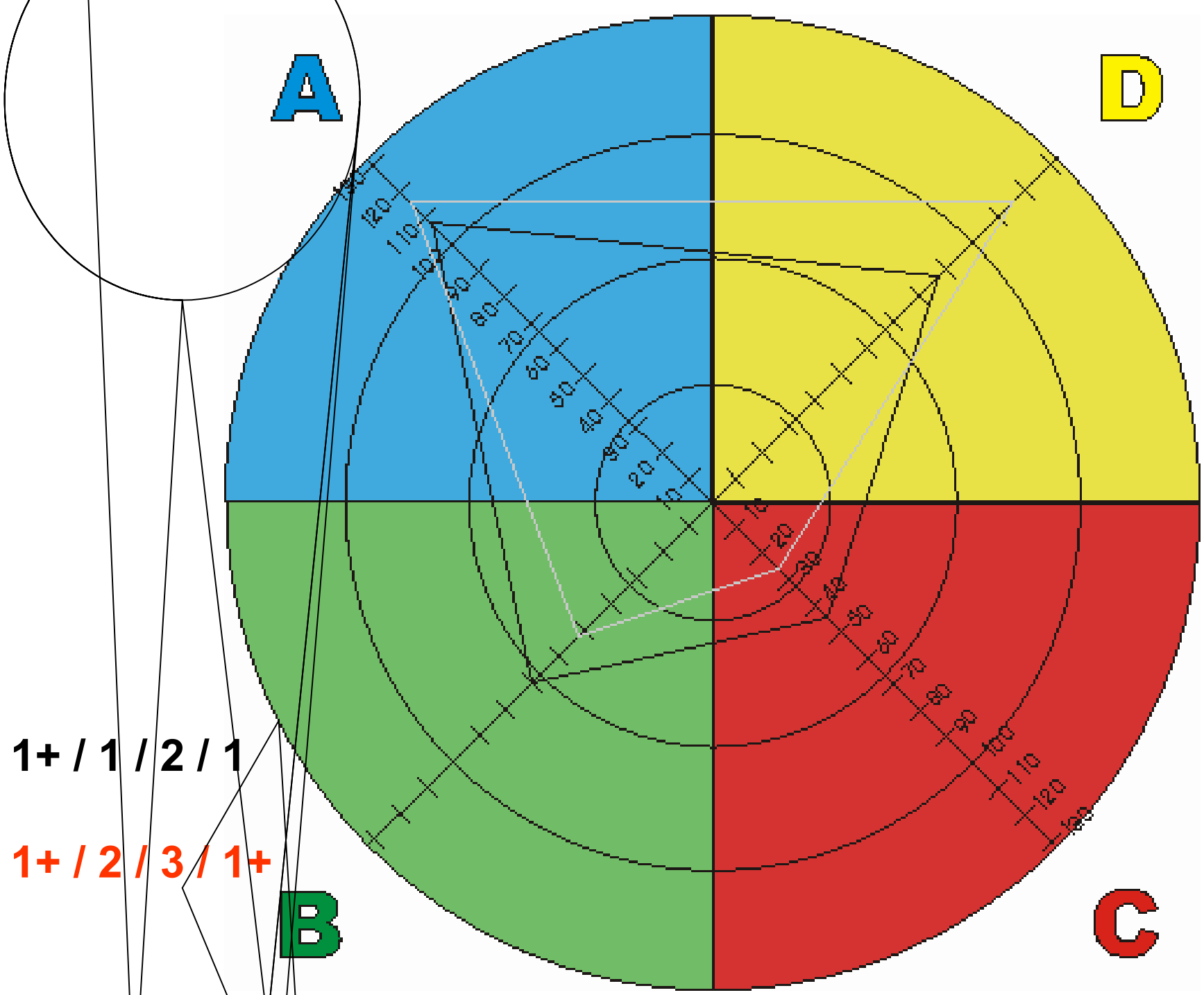
- Identify defaults
- Approachs the problems praticaly
- perseveres
- Develops detailed plans and processes
- Analysis problems in terms of planning

B

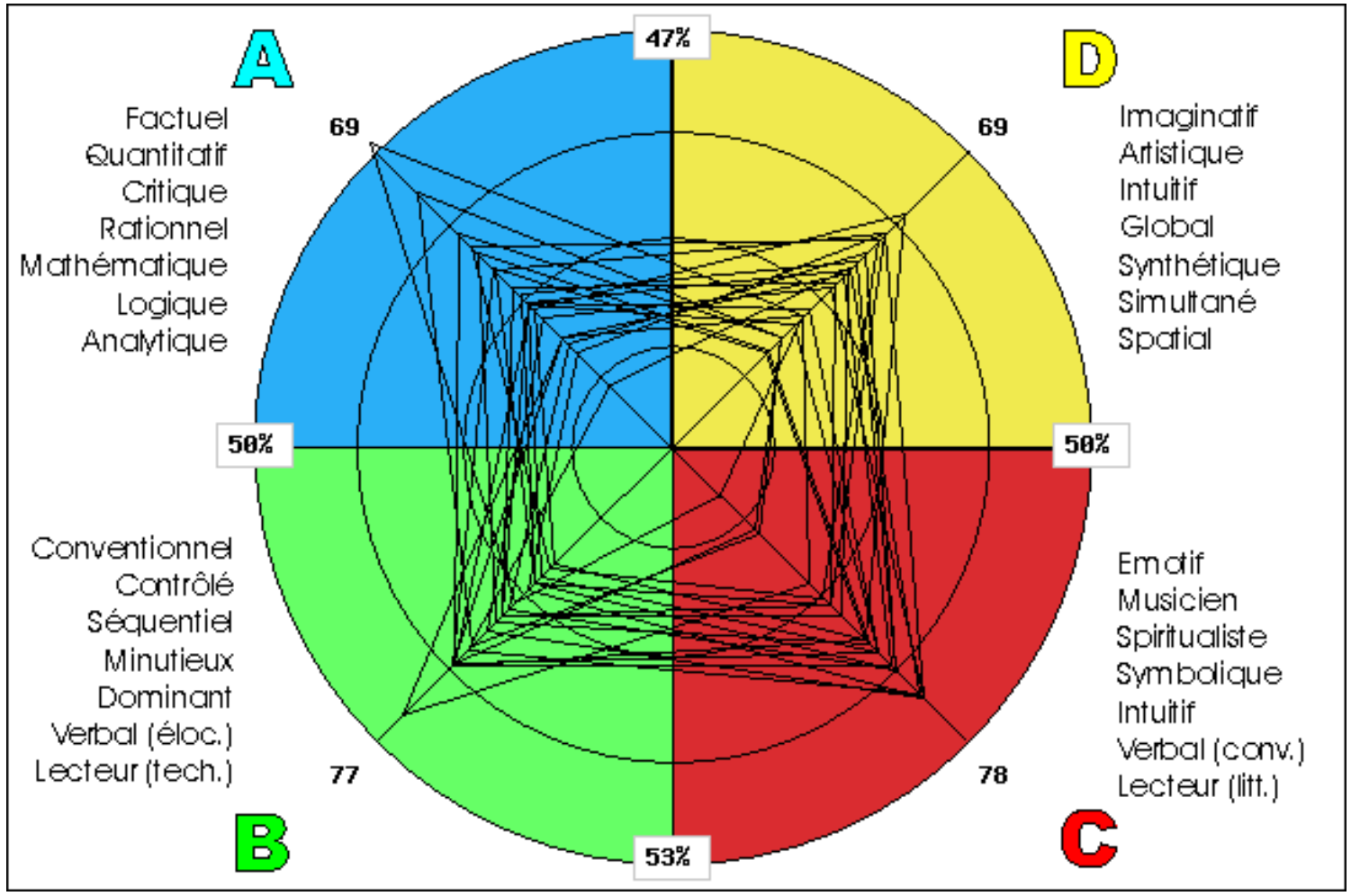
- Identify relational difficulties
- Anticipates feelings of the others
- Reconciliates, integrates the values
- Understand the emotional components

C


A
Rational
Performance
Efficiency
Value
Facts
C
Projectif
Strategy
Concepts
Brain storming
Enthusiasm
Careful
B
Quality
Reliability
Security
Operationality
Felt
D
Empathy
Communication
Human contacts


A
D
B
C
1+ / 1 / 2 / 1
1+ / 2 / 3 / 1+

Example Team Profile



conflis

- Every employee has his / her own brain dominance profile
- Challenge: integration of this diversity in a team in order to optimize the performance

LINK HBDI – EMOTIONAL INTELLIGENCE

- Understand the diversity
- Adapt yourself to people and to the contexts
- Be intuitive
- Feel and observe the differences and integrate them in your communication approch
- Other way to have impact

PLAY WITH YOUR PROFILE

Give examples for each brain dominant color:

Type of:

-Holiday

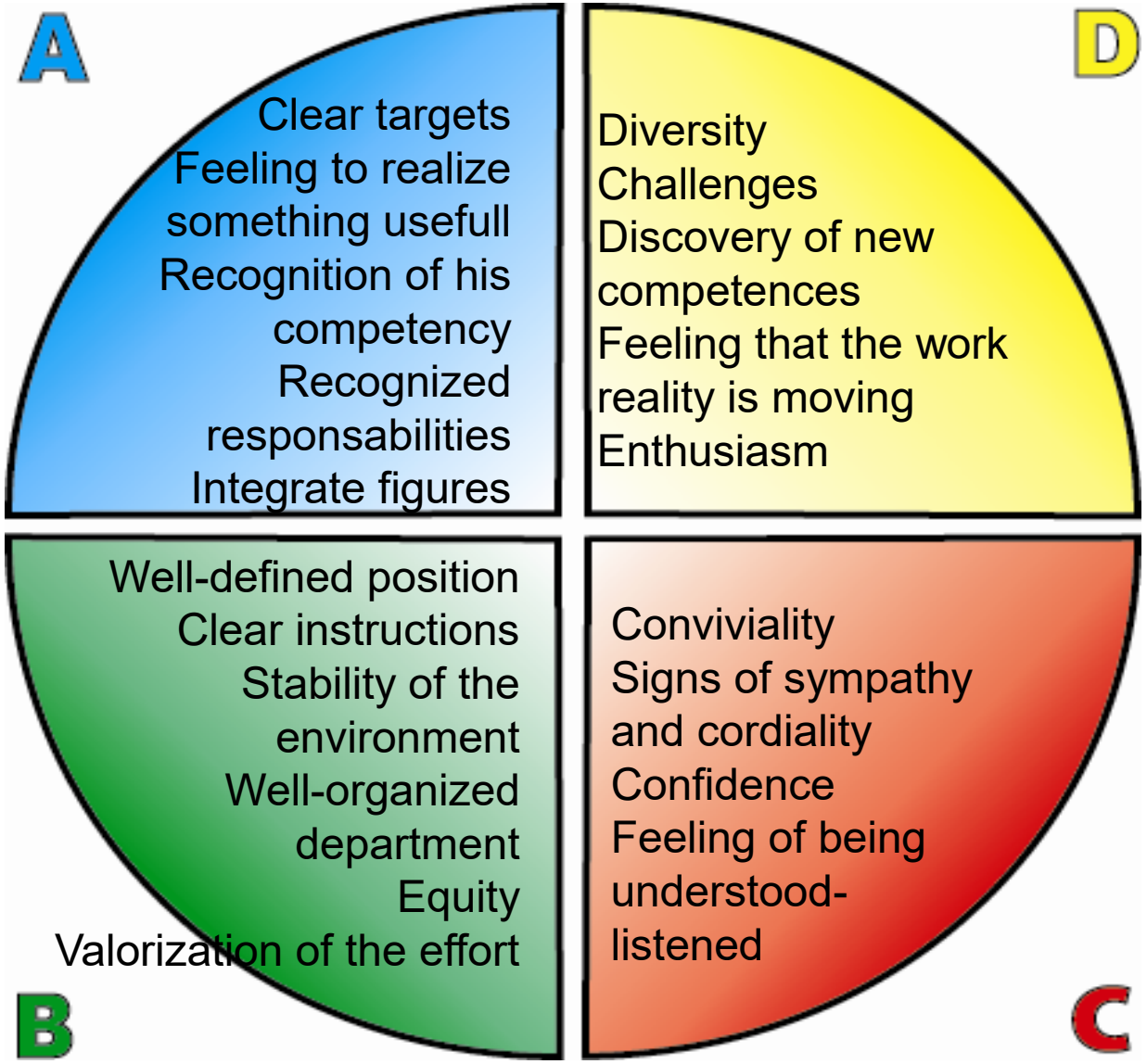
-Car

-Sport

-Profession

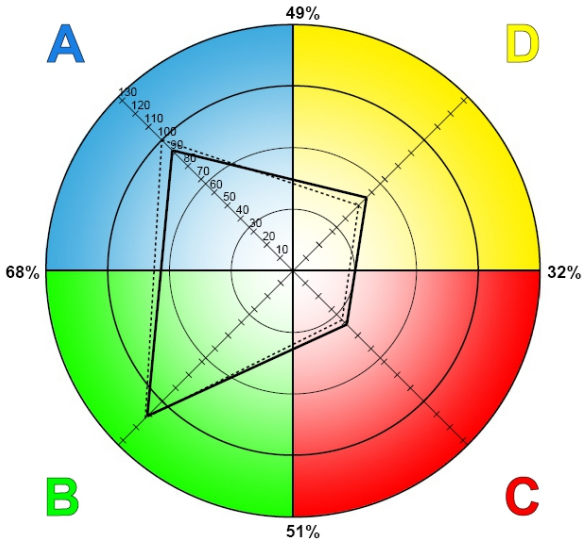
-Magazine

MOTIVATION LEVERAGES



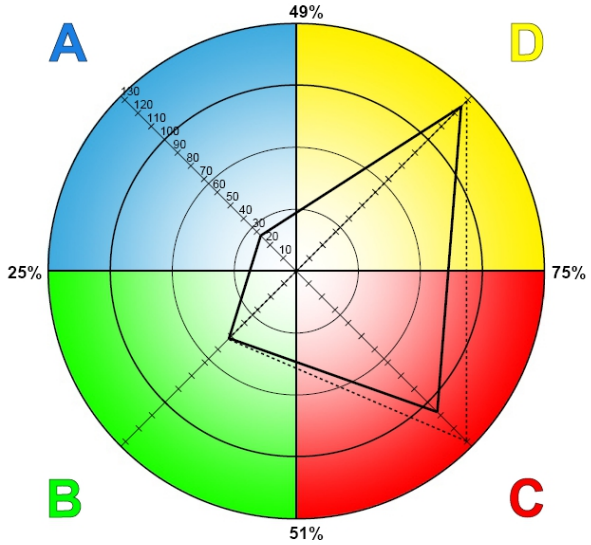
How translate differences in complementariness?

Risk of incompatibility1



Possible perceptions:

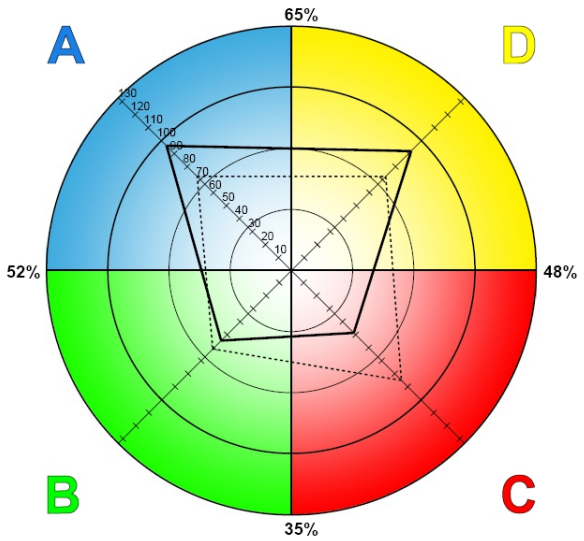
Incoherant in his / her reasonings
Not controlable
Unpredictable
Not reliable
Changing in his / her attitudes

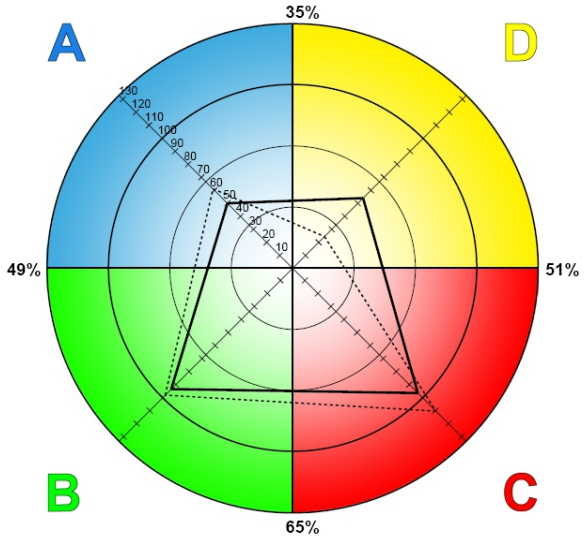


Possible perceptions:

To rigid in his / her positions
Not enough open to opportunities
Stranded in his / her role
Not enough attentive to the impact of the decisions on people
Not enough intuitive in the analysis of the situations
Lack of fineness in social relationships

Risk of incompatibility 2





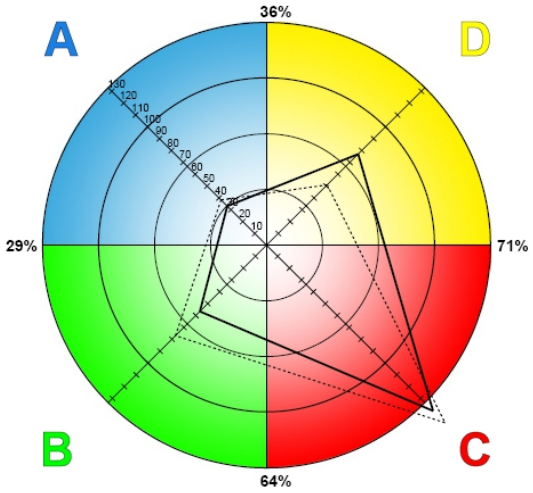
Possible perceptions:

Doesn’t take distance
To focused on the field without analysis
Not enough wingspan / responding
Impossible to go outside the frame
Change resistant
Susceptible
Loses time in details

Possible perceptions :

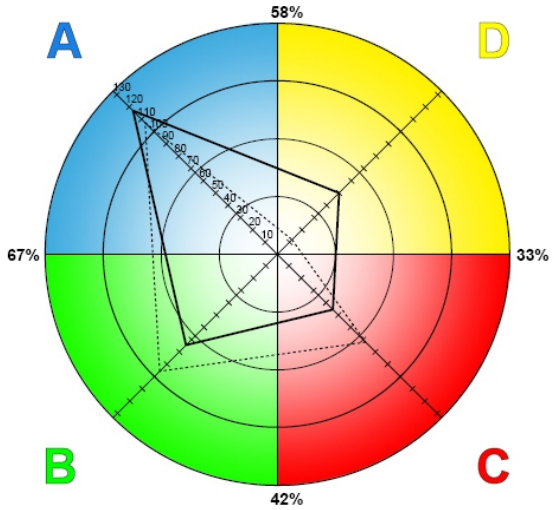
Doesn’t understand the field realities
Not enough personaly involved
Player
Preachy
Not enough pragmatic
Not persevering
Not able to recognize efforts

Risk of incompatibility 3



Possible perceptions:

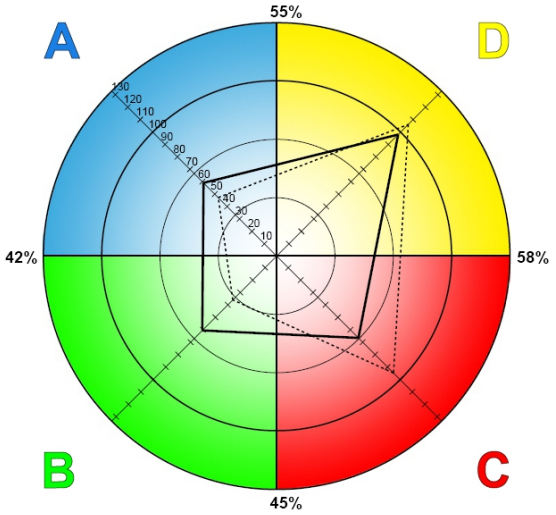
Not sensitive / cold
Calculating
Lack of recognition
Rigid in his / her reasonings
Not able to understand the position of the other



Possible perceptions:

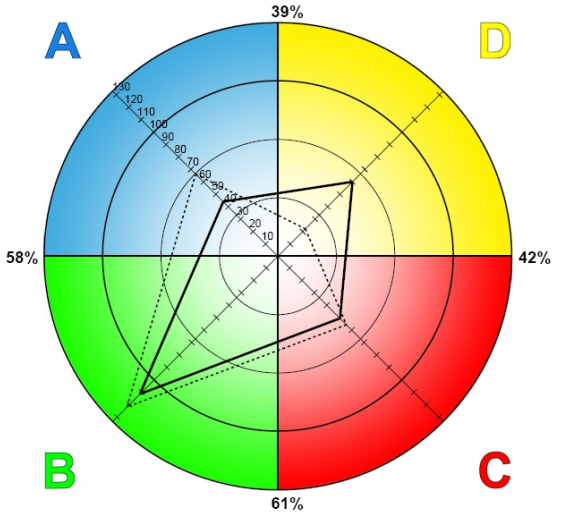
Not efficient
Mix everything
Loses time in details
Not logic / not enough factual
Doesn’t take distance

Risk of incompatibility 4



Possible perception:

Square in his / her positions
Not enough flexible in his / her organisation
Change resistant
Closed in his / her routine
To controling
Not self confident / no trust in others
Not open to opportunities
To focused on here and now



Possible perception:

Sweat dreamer
Not clear in his / her instructions
Lack of accuracy in the action
Take thoughtless risks
Lack of practicality
Difficult to frame
Not enough focused on the subject
Ready to act without thinking

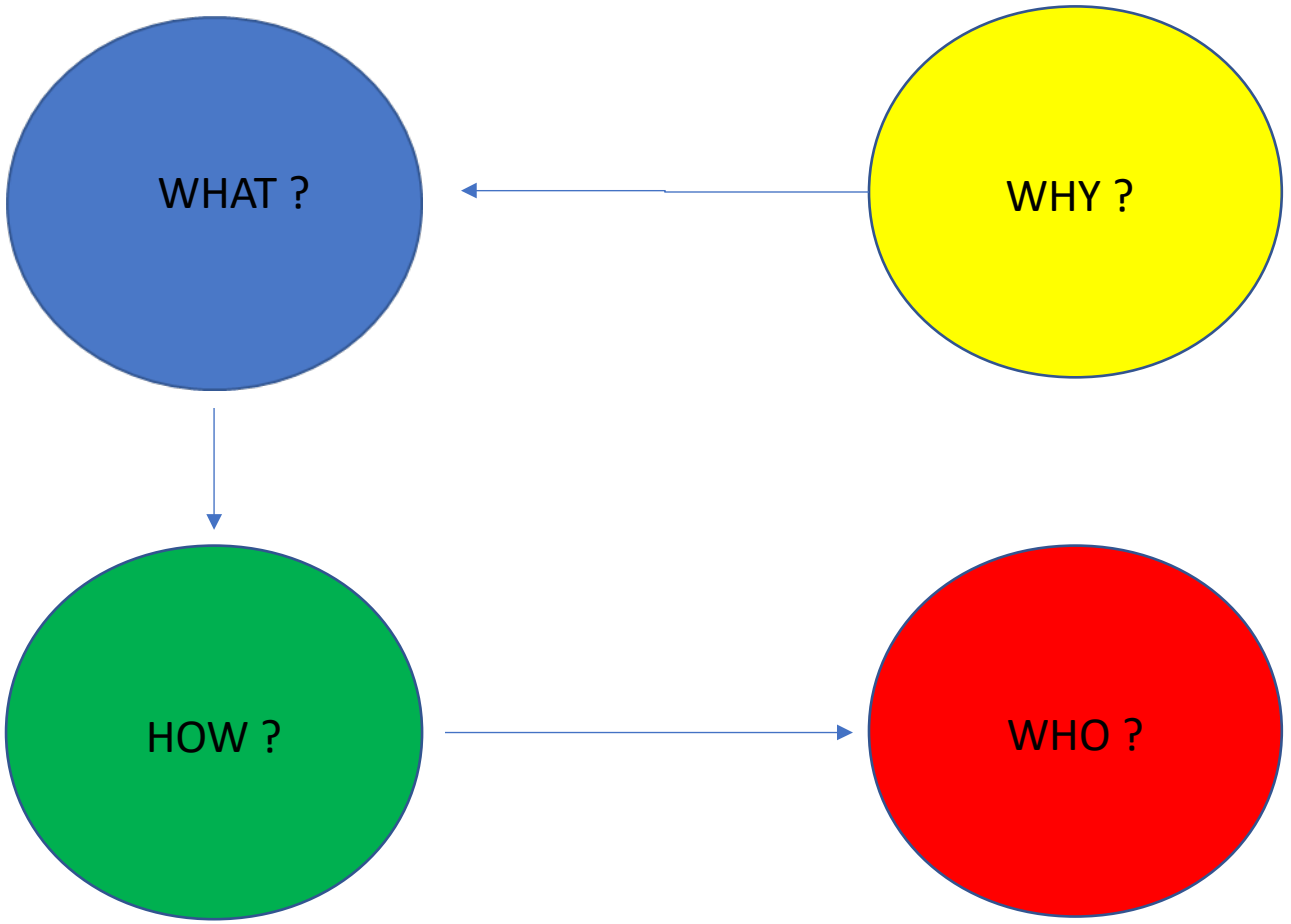
Challenge: translate tensions / potential conflicts in to **complementarity**

FEED-BACK: DESC METHODOLOGY

D = Description of the FACTS

E = Emotion

S = Solution

C = Contract

PROJECT MANAGEMENT FLOW