

Team Success Insights Wheel

Smith Team

Analysis of facts and data
Accuracy
Safety and security
Clean, tidy workstation
Procedures to follow
High quality standards

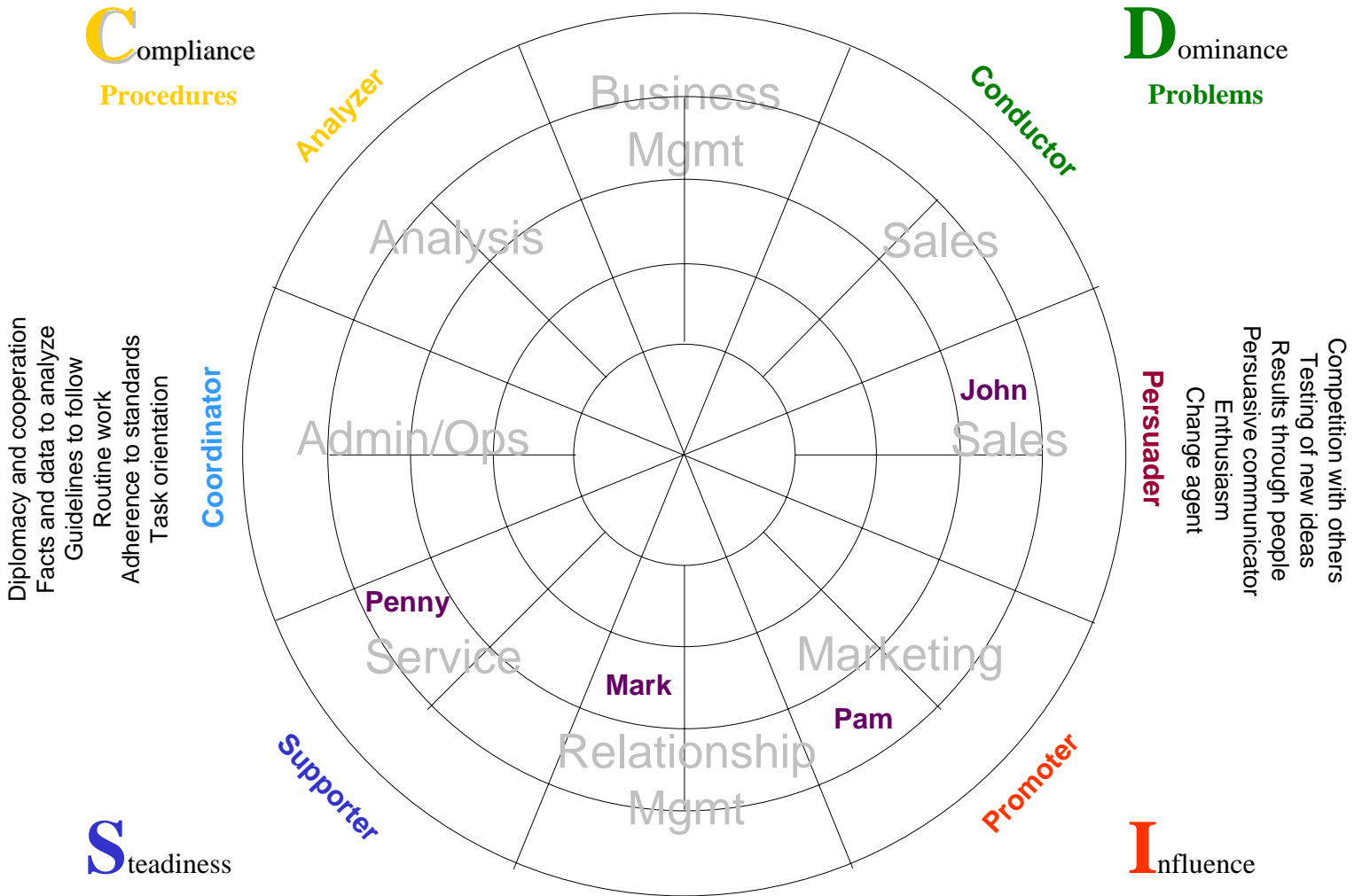
Fact-based solutions
Effective time management
Efficient methodology
Studying and solving problems
Logical decisions
Creative and original thinking

Results-oriented
Firm, quick decision making
Authority to carry out responsibilities
Expedites action
Challenging assignments
Bold, aggressive actions

Implementor

Dominance
Problems

Compliance
Procedures



Diplomacy and cooperation
Facts and data to analyze
Guidelines to follow
Routine work
Adherence to standards
Task orientation

Coordinator

Competition with others
Testing of new ideas
Results through people
Persuasive communicator
Enthusiasm
Change agent

Persuader

Steadiness
Pace

Logical thinking
Systematic routine
Closure
Relaxed pace
Team participation
Security

Relater

Teamwork
Coaching and counseling
Service to others
Harmonious work environment
Security
Assistance to customers

Influence
People

People contact
Solutions to "people problems"
Optimistic outlook
Verbalizes thoughts and ideas
Varied activities
Mobility

Smith Team: Workplace Motivators						
	1	2	3	4	5	6
	Strong		Situational		Indifferent	
John	Utilitarian	Individualistic	Theoretical	Traditional	Social	Aesthetic
Pam	Theoretical	Utilitarian	Individualistic	Social	Aesthetic	Traditional
Mark	Utilitarian	Traditional	Social	Theoretical	Individualistic	Aesthetic
Penny	Social	Utilitarian	Aesthetic	Theoretical	Traditional	Individualistic

THEORETICAL: search for or pursuit of knowledge and learning. **Interests:** continuing education, training, lifelong learning, research and analysis.
UTILITARIAN: utilization of time, money, and resources to achieve a measurable return on investment. **Interests:** practicality, efficiency, conservation.
AESTHETIC: appreciation and pursuit of form, harmony, beauty, and balance. **Interests:** personal growth, nature, fine arts, self-help, creativity.
SOCIAL: desire to eliminate pain and conflict. **Interests:** helping others, championing worthy causes, charities, community activities, volunteer work.
INDIVIDUALISTIC: pursuit of power to lead, direct, and control self and others toward success. **Interests:** leadership roles, strategizing, authority.
TRADITIONAL: search for the highest meaning of life. **Interests:** religion, principled-living, converting others to a system for living, upholding traditions.

