



Research based model

The e-team profile is based on recognized psychological theories about human behavior. The underlying theory is the e-interpersonal profile, a research-based personal profiling tool, resting on the Interpersonal Circumplex Model.

The Profile is also based on Dr Adizes's theories about effective teams and team roles.

Easy to understand

A team profile is only effective if you can remember it – and, more importantly – remember and understand your colleagues' profiles! The team profile therefore, is designed to be easy to understand, easy to remember, and easy to use. We use colors, because color symbols are easier to remember and implement than designations of type or letter combinations.

Team roles

The profile is based on Dr Adizes's theory about effective team roles, Dr Adizes's four basic team roles are further extended into eight detailed facets. Finally, a specification of the strengths of each individual team member as well as the team as a whole is given.

Structuring a team

Using the e-team profile is an obvious choice when structuring teams and project groups and when recruiting team members to existing teams or reallocating employees to new departments.

Developing a team

The profile is of great value when developing existing teams. The colors and the simple graphics make the profile easy to understand – increasing the likelihood of actually using it. The profile is a powerful tool for addressing collaboration challenges and a basis for empowerment if performance needs to improve.

Not just a team profile

As a supplement to the e-team profile and its many facets, the system also offers:

- Individual profiles at several levels
- Matching two profiles
- Job profiles

Supplementary material

The Team Profile is supported by a series of descriptive and course material:

- Team wheels – for 5 to 30 people
- Feedback cards and posters
- Team dice and caps in the four colors

e-lementary report

Gives a quick overview of the team

- Team wheel – showing the position of individual members
- Radar graph for the team as a whole.

e-xtended report

- Team wheel – shows position of team members.
- Radar graph – shows the score for the team
- Spider graph – shows the team as a whole, indicating scores of individual members.
- Spider graph – shows the team as a whole, indicating average, max., and min. scores.
- Interpretations of individual contributions to the team, identifying strong and weak points. Guidelines for the individual team member – empowerment.

High validity

The validity and reliability of this profile rank as one of the best among comparable tools (reliability values exceed 0.85).

Norms and validity are monitored on an ongoing basis.

Advantages of the e-team profile

- Solid theoretical foundation
- High level of reliability and validity
- Flexible and adaptable report
- Detailed descriptions in easy-to-understand terms
- Systematic and carefully considered color scheme
- More than 625 different combinations in reports
- Supplementary material for courses, coaching, recruitment, etc.
- No annual or fixed payments
- Pay as you go
- Easy to use
- Web-based access – 24/7/365.

Benefits for you

- Evidence-based professionalism and depth
- Correct measurement making sure that the profile reflects reality
- Flexible report tailored to specific needs
- Easy to understand – easy to use on a day-to-day basis
- Easy to remember – added value when implemented
- Differentiated and accurate feedback
- Easy to implement for a variety of purposes
- No unexpected payments
- Cost-effective
- Minimal admin time required
- Can be used anywhere, anytime.