

TEAM REPORT





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! The information in this report is confidential. Keep this report in a safe place!

1 Introduction

This Bridge Personality team report makes use of the Jung Types and the color preferences of your team members. Please ensure that the team members have the Bridge Personality plus Color report, allowing them to properly understand their own Jung Type and color preference. In addition, you can use "The Bridge Personality: the candidate book" to aid you in this Bridge Personality team report.

In this report, information from the Bridge Personality is applied to your team. The Bridge Personality is developed by TestGroup and based on Carl Jung's theory on psychology types. With the results of this report, each team member will be able to better understand how his or her team operates. Being familiar with personality types can also increase the quality of interaction between team members. The aim of this report is making use of The Bridge Personality to help all team members in determining their strengths within the team, possible challenges and ways to improve performance.

The Bridge Personality team report describes your team in two ways. The type of your team is calculated based on the 16 Jung Types. The Jung Team Type allows you to see the degree of similarity within the team, as well as the strengths and weaknesses of the entire team. Moreover, you will see the style of problem solving and the likelihood of conflict. Based on the color preferences of the team members, the Bridge Personality Team Wheel is created. With this team wheel, the team members can make even better use of their qualities while also keeping in mind each other's preferences.

This report can help you and your team to:

- Erase - or minimize - possible blind spots;
- Determine strengths and possible pitfalls of your team;
- Increase skills for solving problems within the team;
- Improve communication and conflict management within the team;
- Develop a plan to improve the performance of the team and team members;

A team that works well together will get more and better work done compared to a group of people who work independently and individually.

2 The Jung Type of your team

By gaining more insight into the Jung Type of your team, you will understand better how you can improve the communication and cooperation within the team. This will allow your team to perform better. The Jung Type is calculated by adding up the Jung Types of the team members. The type table below shows the Jung Types of the people in your team as well as the Jung Type of your team.

Your Team Type: ENTJ - Leader

ISTJ 1	ISFJ 0	INFJ 0	INTJ 1
ISTP 0	ISFP 0	INFP 0	INTP 1
ESTP 0	ESFP 1	ENFP 1	ENTP 1
ESTJ 1	ESFJ 1	ENFJ 0	ENTJ 1

Number of people in your team with each preference

E Extraversion	6	I Introversion	3
S Sensing	4	N Intuition	5
T Thinking	6	F Feeling	3
J Judging	5	P Perceiving	4

Are often outspoken, assertive and quick to assume leadership. They enjoy managing projects and bring order and logic to tasks and work processes. They like to make long-term plans and goals. They invent systems and processes for solving organisational problems.

Jung Team Type

The Jung Types that are most common within the team form the Jung Team Type. By knowing your Jung Type as well as that of the team, cooperation within the team can be improved. Working successfully within a team requires attention and effort. You can improve the cooperation and performance of the team by following the points of action further down this report. Understanding your own Jung Type and the Jung Type of the team forms a first step towards the development of your team. You can consult "The Bridge Personality: the Booklet for Candidates" for an extensive description of all 16 Jung Types.

3 Your Team's Strengths

Just like individuals, teams have preferential behavior that can be linked to 1 of the 16 Jung Types. The table below gives you an overview of the strengths of your team. Not every strength always applies. This is dependent on the mixture of individual preferences of the team. The individual Jung Type has an influence on the style of preference at work, communication with others and resolving issues and problems. By recognizing the strengths of the team, the team members possess knowledge about their own preferences and those of their team members.

Team Strengths: ENTJ - Leader

Excellent skills to understand difficult organizational problems

Strongly focused on coming up with those solutions

Are normally very good in speaking in public

Think knowledge and skill are important

They usually have little patient for inefficiency and disorganization.

Points of action for your team

1. Discuss each of these strong points together as a team.
2. Mark the strong points that your team requires to solve problems or perform tasks.
3. Determine how you can best utilize these strong points in favor of your team.
4. Make a SWOT analysis of the team: Strengths, Weaknesses, Opportunities and Threats.
5. Discuss the Jung Types of each team member in short.
6. Perform a team exercise to gain insight and a better understanding of the differences within the team.

4

Pitfalls of your team

Each team has its strengths, as well as its pitfalls. This is behavior that gets in the way of better cooperation or performance. When these pitfalls are not discussed and the team does not take them into account, a team will perform less optimally. In the overview below, you will find the possible pitfalls of your team as well as suggestions to handle these. At the bottom of the page you will find 6 points of action to identify, discuss and, if necessary, avoid the pitfalls within your team. These points of action can be addressed during team sessions or team discussions.

Team's Pitfalls: ENTJ - Leader

Overlook the need of compliments of others

Become too critical

Overlook details and facts

Run a schedule that is too tight and forget to take in account the consequences for other people

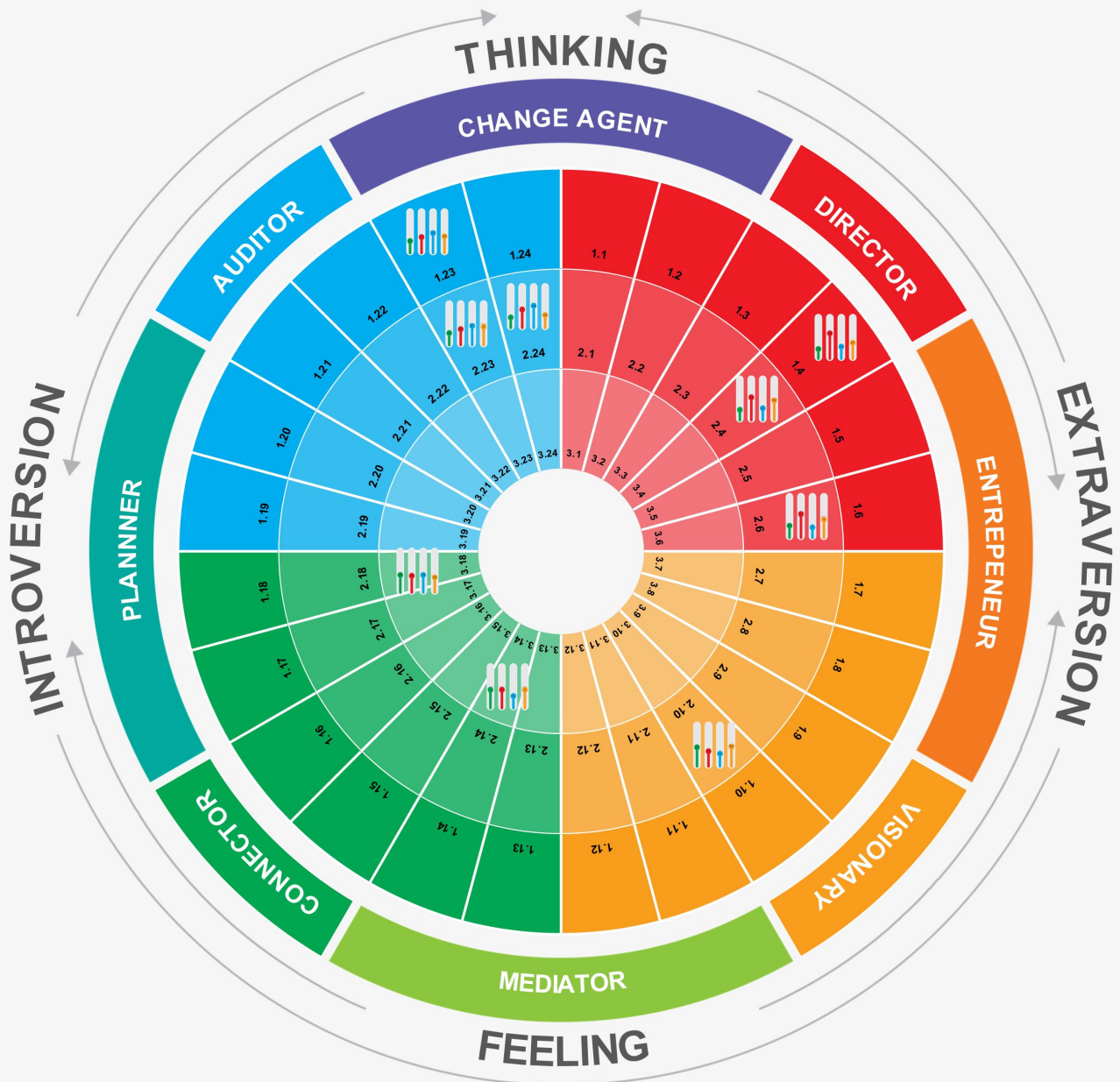
Take decisions that are too one-sided without consulting others

Points of action for your team

- 1.Ensure that a team member with a different Jung Type from the team type describes a different form of working.
- 2.Allow each team member to introduce ways to handle the pitfalls of the team type.
- 3.Allow someone who works intensively with the team to come up with new ways of working for the team.
- 4.Study the strengths and pitfalls of teams with team types that are different from your team type.
- 5.Work together with a team that has a different team type and study the differences in approach.
- 6.If your team has a team leader whose Jung Type is different from the team type, some of these pitfalls may not apply. How does the team handle this?

5

Color wheel of your team members



Color wheel of your team members

The team wheel has been created based on The Bridge Personality Color Preferences. It displays all wheel positions of the individual team members. This team wheel shows which unique contribution each color preference makes to the team and provides a framework within which a team can present their qualities and limitations in a value-free way.

6

Color wheel of your team with names



Color wheel of your team with names

This color wheel with names gives the same information as the previous wheel, except it also displays the names of the team members on the place of the preference scores. The information that the team wheel offers is the first step in the analysis, but it can be supplemented with further information about the team members. With this, a more nuanced and precise image can be formed.

7

The color preference of your team members

Note: for a detailed overview of the colour preferences of each team member, please use the Bridge Personality Extended plus colour report.

Everyone has all four of the colors in them. A person's personality is a combination of these colors. The colors below refer to the behavioral characteristics that belong to the highest scoring color of the team member:

Blue: making decisions with correct and complete information

Green: ensuring harmony and meaningful relationships

Yellow: ensuring group dynamics and enthusiasm

Red: determined in guidance towards the best result

Barbara Teamleader |

They want to understand the world around them. They like to have correct and complete information before they make a decision. They appear calm when under pressure.

Trudie White |

They want to understand the world around them. They like to have correct and complete information before they make a decision. They appear calm when under pressure.

Kim Workflow |

Compare everything they see to their values and what is important to them. They often look for harmony and meaningful relationships. Are good at asking questions and listening.

Julie Cooperation |

Radiate enthusiasm and invite others to participate. They enjoy the company of others and want to be involved in everything. They use their creativity to try new things.

Jon Snow |

Compare everything they see to their values and what is important to them. They often look for harmony and meaningful relationships. Are good at asking questions and listening.

Marc Teamwork |

Are guiding and focused on results. They show a strong determination with which they influence interactions with others. They are often direct and to-the-point. They seek action and will make decisions quickly and confidently.

Michelle Testalot |

They want to understand the world around them. They like to have correct and complete information before they make a decision. They appear calm when under pressure.

Chuck Berry |

Are guiding and focused on results. They show a strong determination with which they influence interactions with others. They are often direct and to-the-point. They seek action and will make decisions quickly and confidently.

Hank Schrader |

Are guiding and focused on results. They show a strong determination with which they influence interactions with others. They are often direct and to-the-point. They seek action and will make decisions quickly and confidently.