

Humantelligence Team

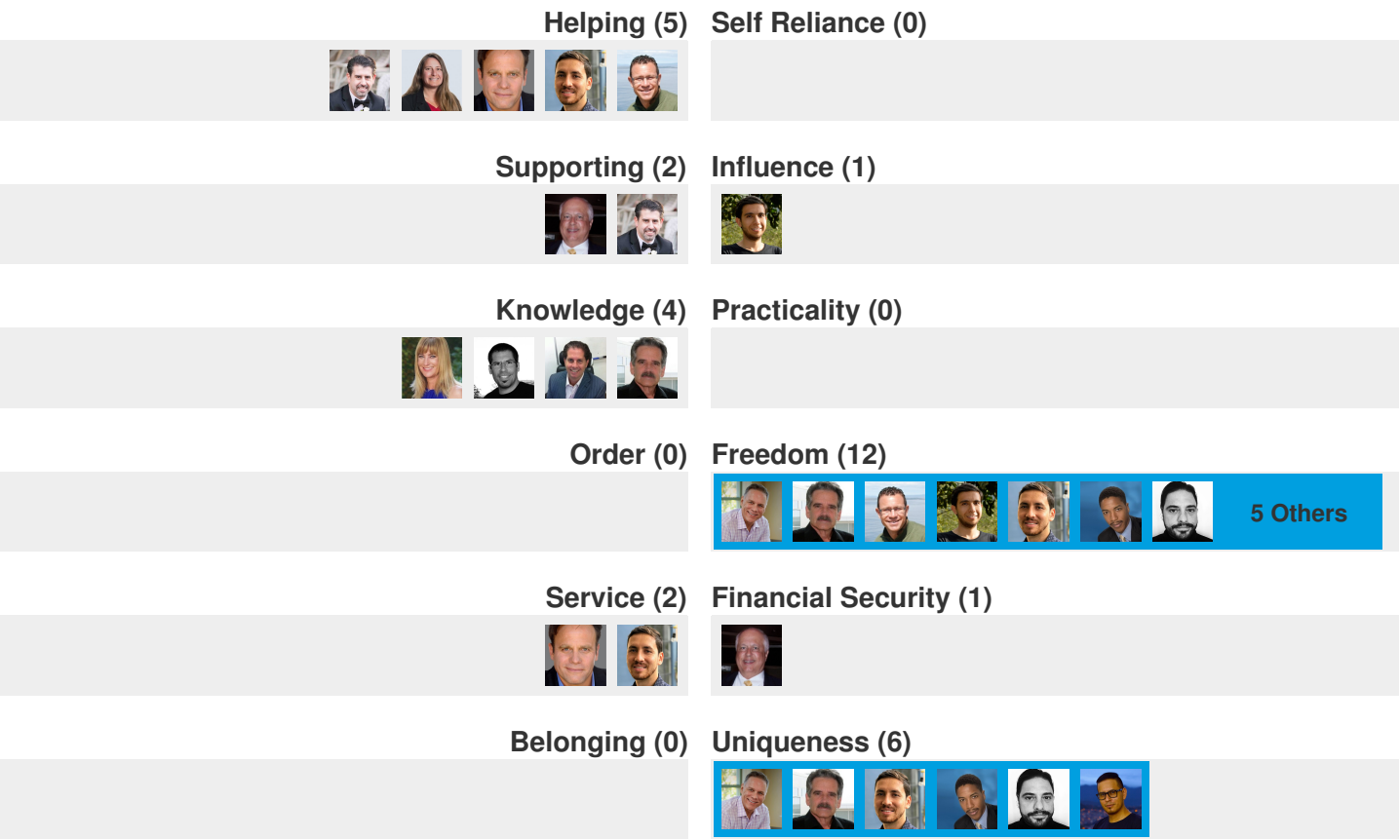
Team Leader: Juan Luis Betancourt
15 Team Members: Kerry Leidich (KL), Russ Watson (RW), Juan Luis Betancourt (JB), Victor Cortes (VC), Vlad Vivas (VV), Frantz Alphonse (FA), Pedro Menocal (PM), Zachary Burton (ZB), Dan Jahns (DJ), Christophe Estanol (CE), Vera Rossi (VR), Pedro Juan Criollo (PC), Catherine Devereux (CD), Marc LaCarrubba (ML), Fred Rigaud (FR)

Work Motivators

Our Work Motivators explain WHY we do what we do. Our Work Motivators initiate and drive our behavioral style, and therefore contribute greatly to the team's culture. Results are reported on a continuum from one side of each spectrum to the other, and there are strengths associated with all group profiles. As we explore the other lenses, keep in mind that these motivators drive the behaviors and fuel the ideal work.

Service Motivators

Innovation Motivators



Freedom

This drive shows a team's ability to be multi-threaded problem solvers and to challenge the existing structure or status quo.

The response patterns of your team members indicate that they are very adaptable to new projects and new ideas within your organization. They are not afraid to take calculated risks and set new precedent when necessary. They are multi-takers and multi-threaded problem solvers who can balance and juggle many projects simultaneously. They have the unique ability to see the big picture and clearly communicate it to others.

Keep in mind that others in the organization may perceive the team as rule-benders because of their creative approach to problem solving.

Uniqueness

This is the drive to be unique, different, and independent.

Your team shows that they enjoy demonstrating personal freedom. They bring creative and outside-of-the-box thinking to their workplace projects. This is a group of active and independent agents. Your team is a group of trend-setters and pace-setters who bring creative solutions to workplace problems and issues. They enjoy being unique and creative team members. They also enjoy expressing and celebrating their unique differences.

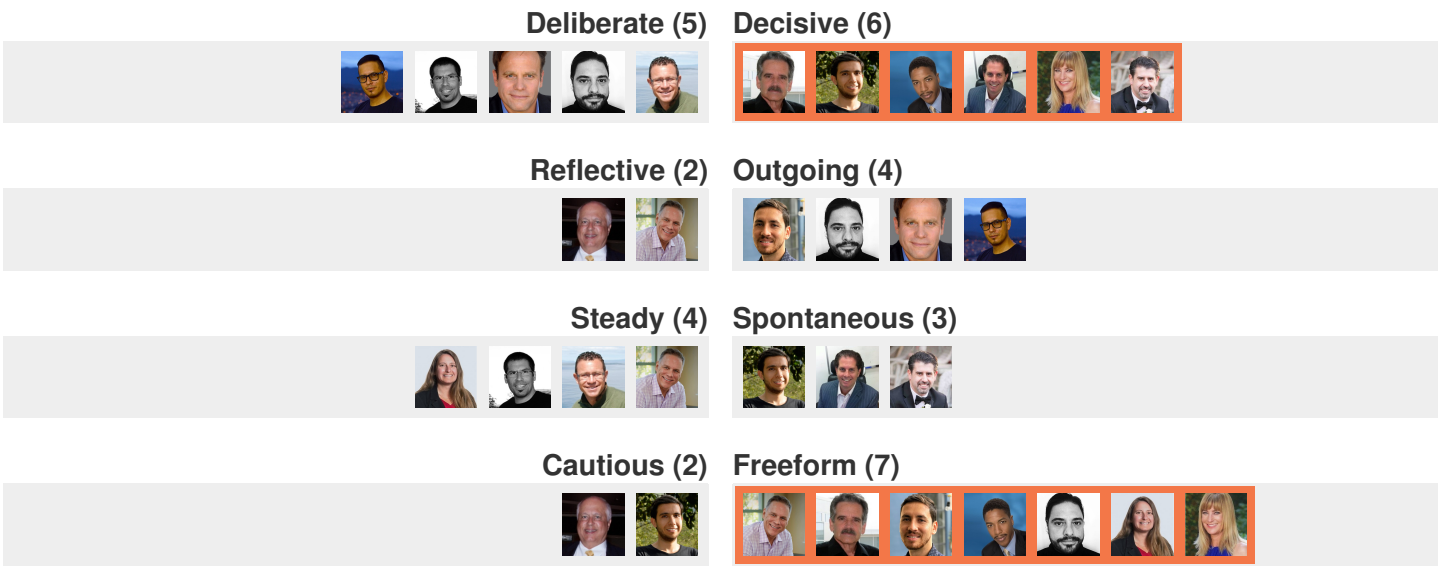
Keep in mind that other groups in the organization might view people who score like this team as people who are too much over-the-top in the things they do.

Work Behaviors

Our Work Behaviors describe HOW we do what we do, namely our behaviors that are observable to others. This portion of the group results shows the predominant behavioral themes for the group. Understanding them can help with facilitation or training, as well as with communications and directing the group's work.

Stability Oriented

Change Oriented



Freeform

This dimension explores our approach to rules, regulations, and procedures. Your team shows a high degree of flexibility regarding rules and procedures, and may even challenge some of the rules at times.

This says that your team tends to operate more independent of the rules. They develop a variety of strategies as situations are presented. "Rules are guidelines and may be bent or broken if necessary." They can sometimes be defiant if they don't agree with a certain rule or regulation. They express their opinions freely and may sometimes be critical of established patterns of operation. They are less concerned about the rules than they are about obtaining results.

Keep in mind that others might perceive the team as overly rebellious or even sarcastic.

Decisive

This dimension describes a team's approach to solving new problems, in either a decisive or deliberate way. Your team shows high decisiveness in solving problems.

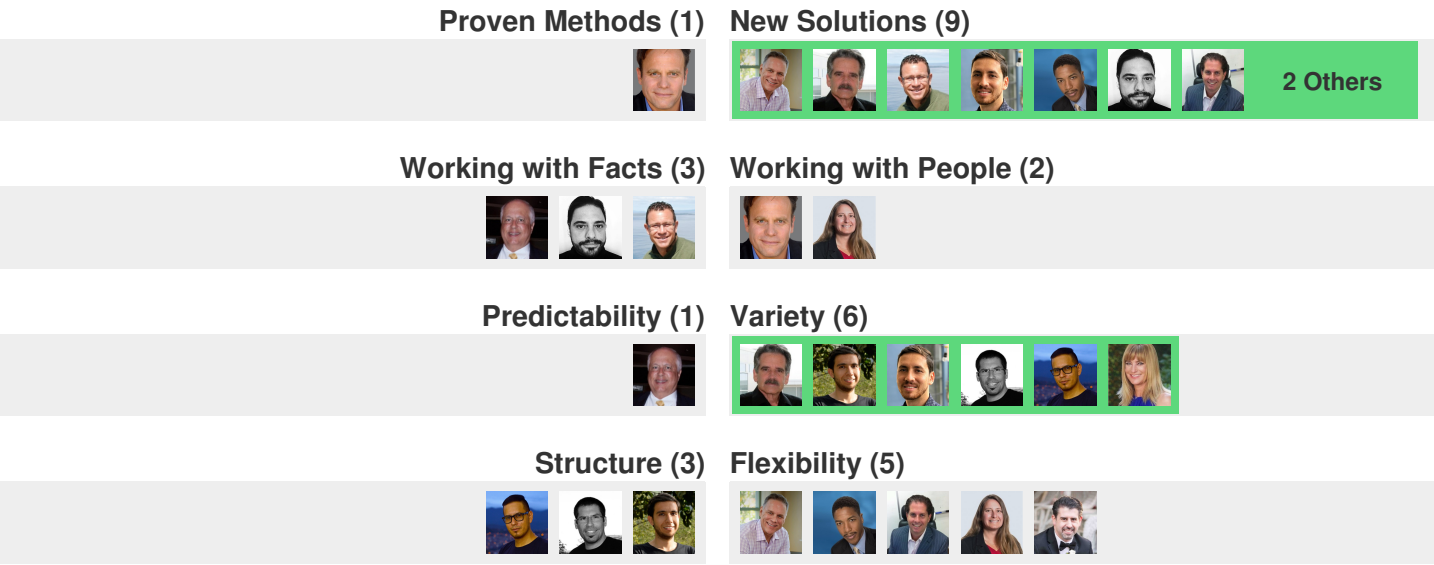
This says that your team likes to solve new problems quickly and directly. They get to the 'bottom-line' and take an active, assertive approach to getting results. They can be daring risk-takers in solving problems and creating new solutions. The team's response pattern shows that they are a competitive group of people who like to be active agents, and 'win' at whatever they are doing. They have the ability to multitask and juggle many projects simultaneously.

Keep in mind that because of the high degree of assertiveness among the team members, some might perceive the team as overly aggressive at times.

This Ideal Work dimension is unique to the Humantelligence™ model. It describes the characteristics of our ideal job or role, and the work environment in which we perform at our best effort. By learning of a team’s Ideal Work environment, as leaders we can help enable that environment to be the most effective and productive for each of our teams.

Systematic Environment

Creative Environment



New Solutions

This dimension describes the environment in which the team prefers to solve problems; by developing new solutions or by following proven methods. Your team shows a high preference for developing new solutions.

- Work that requires quick reactions, competitiveness
- Demanding work needing immediate results
- Problems needing original thinking for solutions
- Rapid decision making
- Direct answers and freedom from controls
- Wide scope of operations and activity

Keep in mind that as team leader you may have to keep an eye on clarifying the levels of authority and responsibility at times in order to prevent some people overstepping authority.

Variety

This dimension illuminates the preference your team has for either predictability or variety in the work environment. Your team shows a high preference for variety.

- Work that requires urgency to get things done... now
- Multiple projects happening simultaneously
- Exposure to new and different activities
- Mobility and travel, if needed for success
- A flexible environment
- Ability to develop short-cut methods

Keep in mind that the team may need increased patience at times, and perhaps better listening skills when additional information is important.

Life Priorities

The results take into account the top 3 priorities of team members.

Achievement (7)



1) Kerry Leidich, 2) Russ Watson, 3) Juan Luis Betancourt, 4) Vlad Vivas, 5) Frantz Alphonse, 6) Dan Jahns, 7) Vera Rossi

Adventure (4)



1) Russ Watson, 2) Vlad Vivas, 3) Christophe Estanol, 4) Catherine Devereux

Affection (3)



1) Russ Watson, 2) Zachary Burton, 3) Marc LaCarrubba

Cooperation (4)



1) Russ Watson, 2) Dan Jahns, 3) Pedro Juan Criollo, 4) Marc LaCarrubba

Creativity (5)



1) Vlad Vivas, 2) Frantz Alphonse, 3) Pedro Menocal, 4) Zachary Burton, 5) Christophe Estanol

Security (5)



1) Kerry Leidich, 2) Russ Watson, 3) Pedro Menocal, 4) Vera Rossi, 5) Pedro Juan Criollo

Freedom (6)



1) Juan Luis Betancourt, 2) Victor Cortes, 3) Frantz Alphonse, 4) Pedro Menocal, 5) Zachary Burton, 6) Vera Rossi

Friendship (3)



1) Juan Luis Betancourt, 2) Vlad Vivas, 3) Pedro Menocal

Integrity (5)



1) Juan Luis Betancourt, 2) Vera Rossi, 3) Catherine Devereux, 4) Marc LaCarrubba, 5) Fred Rigaud

Involvement (3)



1) Kerry Leidich, 2) Dan Jahns, 3) Christophe Estanol

Location (1)



1) Dan Jahns

Personal Development (8)



1) Victor Cortes, 2) Vlad Vivas, 3) Frantz Alphonse, 4)

Pleasure (2)



1) Victor Cortes, 2) Christophe Estanol

Zachary Burton, 5) Dan Jahns, 6) Christophe Estanol, 7)
Pedro Juan Criollo, 8) Catherine Devereux



Power (1)



1) Pedro Menocal



Recognition (2)



1) Victor Cortes, 2) Fred Rigaud



Responsibility (2)



1) Juan Luis Betancourt, 2) Fred Rigaud



Variety (1)



1) Vera Rossi



Wealth (3)



1) Victor Cortes, 2) Frantz Alphonse, 3) Zachary Burton