

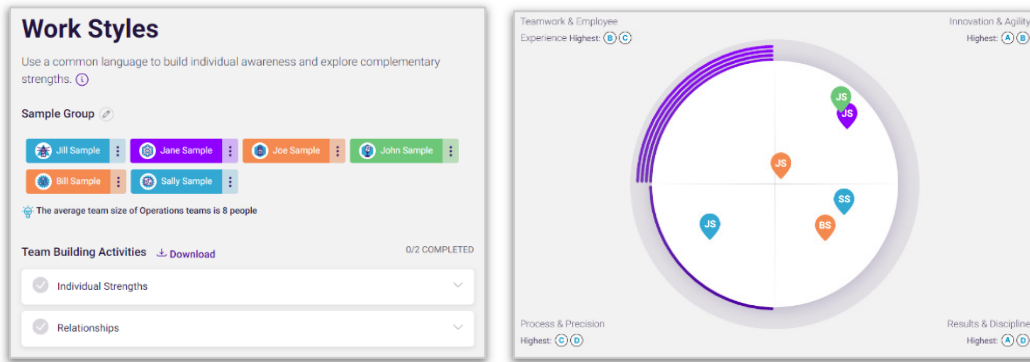


# PI Team Discovery

See the behavioral capabilities of your strategic teams compared back to their deliverables.

PI Team Discovery compiles and defines the diverse behavioral characteristics of your executive, operations, finance, sales, or other teams, then examines how readily equipped that group is to deliver on their key strategic initiatives.

Add the PI Behavioral results of your team to the PI Team Discovery tool, select your strategies, and then run the report.



### Team Type

Celebrate team strengths and examine potential blind spots that are challenging team dynamics.

**You are a Producing Team**  
Competitive | Intense | Task-oriented

**Strengths**  
You know what you need to do to produce high quality work, quickly, for your customers.  
Uncolored by failure, you drive hard to be the best at what you do—and to be on top of your field.  
A sense of competition among employees helps hold your organization to a high standard of performance.

**Potential Blind Spots**  
Your drive to stay on top and keep raising the bar can lead to employee burnout.  
Too much competition may cause unhealthy rivalries—or doing whatever it takes to win.  
Frequent conflict may arise as your employees compete for resources to meet their own goals instead of helping the team achieve its collective.

### Takeaways

Build a more collaborative Producing Team with scientifically-backed recommendations.

**Communication:** Deepen team relationships  
You're driving hard to meet lofty goals so you might be hesitant to stop and talk to a coworker if it's not about work. But time spent talking about nonwork topics is a good way to deepen relationships and get a break from the daily grind. Encourage people to invite a colleague to grab a quick cup of coffee.

**Conflict Resolution:** Keep competition friendly  
Using competition to urge each other to improve is fine, but work to avoid counterproductive competition. Form groups so that people can compete internally, and change up the roster regularly to ensure no one group of people is always at the top. Remember, you're all in it together moving toward a common goal.

**Teamwork:** Minimize employee burnout  
Due to your competitive nature and need for speed, employees often work independently. But sometimes people need help getting something over the finish line. Encourage everyone to reach out to their teammates for help when needed. This way you still delight customers without burning anyone out.

### Team Type + Objectives

Explore your Team Type through the lens of your objectives.

**You are a Producing Team**  
Competitive | Intense | Task-oriented  
Hide more details -  
You're task-oriented with your eye on the prize. Cooperation with others isn't emphasized. You tend to work together when it helps you reach your individual goals—it has to be a win-win. When exchanging resources, people may expect something in return or use information to gain influence over others. Politics often play a major role in how work gets done on your team.  
16% of Operations teams are Producing Teams

**You are pursuing a Cultivating Strategy**  
Cultivating Strategies seek to build employee commitment, loyalty, and morale.  
Hide more details -  
Organizations with this strategy invest in employee development and in their reputation as a good corporate citizen. Their structure and processes are predictable and accommodating so employees know what to expect—and can avoid work/personal conflicts. Innovation efforts are internal. Success is about encouragement, maintaining a...

**Strengths**  
Your team's drive for results will help ensure group decisions are resolved in a timely manner.  
Your team's focus on doing things consistently at a high speed will ensure efficient people processes, such as performance evaluations and promotion considerations.  
Your team's willingness to embrace challenges head-on can move difficult conversations forward, instead of dragging them out by addressing them indirectly.

**Potential Blind Spots**  
Your team may want to have one person make decisions quickly, instead of coming to decisions by way of group consensus.  
Your team may move forward to execute on decisions without stopping to ensure employees feel comfortable and have bought into where the organization is going.  
The competitive spirit your team embraces may not resonate in a strategy where teamwork and collaboration are of the utmost importance.

### Takeaways

Boost the odds of success for your Producing Team pursuing a Cultivating Strategy with these scientifically-backed recommendations.

**To improve your team's work style**  
Help every employee grow  
Establish a growth and development program focused on skill development and peer mentorship. A person can be a leader within the organization even if they aren't a people manager. Growth isn't only about moving up a hierarchy.

**Emphasize Mentorship**  
Identify tenured employees who can serve as mentors for newer employees. Or match pairs based on desired skill and attained skill. Mentorship relationships are growth opportunities for mentees as well as mentees.

**Allow for self-forming teams**  
Allow employees to encourage others constantly.

**To build a culture to reach your goals**  
Balance employee and customer satisfaction  
Avoid conflict between people who prioritize employee satisfaction and people who prioritize customer satisfaction. Establish scenarios where employee satisfaction takes priority and vice versa.

**Build an appreciation for competition**  
Encourage Cultivating types to participate in—or audit—some Producing projects. In your recognition program, have a category where Cultivating team members nominate Producing team members for high performance based on their competitive ability.

**Build an appreciation for relationships**  
Encourage Cultivating types to spend time mentoring others on the Producing side. In your organization's recognition program, have a category where Producing team members nominate Cultivating team members for high performance in mentorship or growth and development.

## What Does PI Team Discovery Do?

By compiling the behavioral drives of each member of a strategic team (those responsible for influencing the direction of the organization), PI Team Discovery first places them into quadrants of work focus, then assesses their internal relationships and ability to work in concert, and reveals realistic and objective developmental opportunities.

The capabilities of the team are then compared to the strategic initiatives with which they have been tasked. Strong alignment means the team is naturally well-equipped to meet expectations, while a gap indicates the need to reach further into the organizational structure or make purposeful adjustments in the team's approach to effectively address the initiatives.