



The EBW Emotional Intelligence System for Business

Understand the Impact - Know the Full Potential

EBW Team Report

for

Harrington Sales Team

(Example Report with one Emotional Behavioural Cluster)



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Summary

The Emotions and Behaviour at Work Questionnaire (EBW) is a validated psychometric measure that provides feedback on a person's preferred behavioural style and Emotional Intelligence. It has been created to assist with the assessment and development of personnel.

Who is the report written for?

The information contained in this team report is STRICTLY PRIVATE & CONFIDENTIAL and is to be used solely to assess and assist in the selection and development of Harringtons Sales Team. This team report is written in a style suitable for providing to Steve Harper.

Content

The report is divided into the following sections:

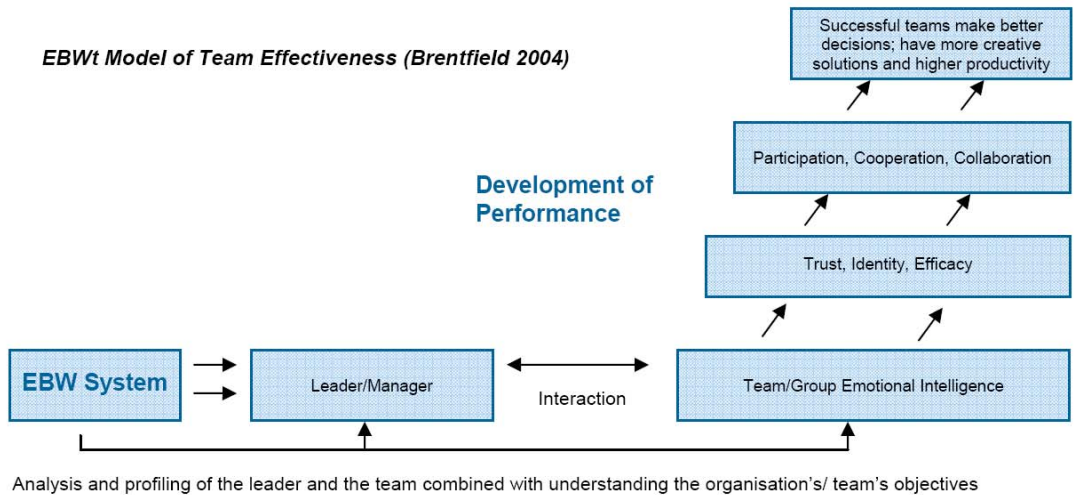
- Introduction to the EBW
- Guidance on the Interpretation of Feedback
- Team Members' Profile
- Executive Team Summary
- Team Feedback Profile

IMPORTANT NOTE

This report was produced by software that is only available to individuals with training in the use of psychometrics (BPS Level A) and the Emotions and Behaviours at Work Questionnaire in particular. This report should only be used and fed back by an EBW Facilitator who is trained to use the EBWt. The EBWt Team Report should only be fed back on a person-to-person basis and together with the team members' personal EBW Reports. It should be made clear that the EBWt Report highlights areas of team behaviour relating to the EBW model and the purpose of the feedback session is to discuss those areas in more depth.

Emotions & Behaviours at Work for Teams (EBWt)

The EBW system measures individuals' Emotional Intelligence (EI) and preferred behaviour at work. It analyses and helps develop successful teams by examining individuals' emotions and behaviours and building a profile of a team's Emotional Intelligence. The EBW Team system (EBWt) is based on team research, best practice and commercial experience.



The EBWt Model of Team Effectiveness is a practical development of the EBW model that provides a methodology to analyse and develop a team. The EBWt Report presents the behavioural clusters scores of the individuals in the team and shows how individuals require more Emotional Intelligence and psychological effort when interacting with other team members who have different behavioural styles. It provides an overview of the dynamics in the team and individual team members' profiles by describing the way team members tend to approach and interpret situations and people. Seen together the team's members' EBW profiles are predictive of how successful a team we will be in different situations and, whilst a team may react differently depending on the context, the behaviours of the individuals within that team are likely be quite consistent. A team which is high in Emotional Intelligence will be able to adapt their individual styles to maximise the effectiveness of the team in different situations.

Teams that complete the EBWt find that it increases self awareness on an individual level and encourages communication within the team and organisation. The best use of this report is with a team session facilitated by EBWt trained facilitator to enable team leaders and members to identify goals, gain understanding, increase motivation and have a framework which will form the basis of a confident achievement of the team's objectives. The EBWt Report also provides an excellent overview for assessing how a new person will fit into a team.

Guidance on the Interpretation of Feedback

- The main purpose of completing the EBW and reading this report should be to stimulate your thinking about how Emotions and Behaviours can impact on a team's effectiveness. As such, this report should not be treated as a definitive profile of the team but as a starting point from which to explore the team's Emotional Intelligence.
- The EBWt report provides feedback under each behavioural scale. Individual team members' responses are compared to provide an overview of the dynamics of the team under each behavioural cluster.
- The EBWt Report should be used in conjunction with team members' personal EBW reports to aid understanding of how they interact with other team members.
- You should consider the information in this report with other information you have about the team, e.g. their current aims and objectives, situation or level of performance etc.
- In reviewing the team EBWt results you should read the definition of that behavioural cluster before evaluating the dynamics of a team under each behavioural cluster.
- This report should be seen as a snapshot of the team profile at the time the team completed the EBWt. Although personality, attitudes and Emotional Intelligence are relatively stable, with the right coaching and training it is always possible to develop certain aspects of the team Emotional Intelligence.
- Like other EBW Reports the EBWt Report should only be provided to the team if they have an opportunity to discuss it with a qualified EBW Facilitator. An EBW Facilitator will be able to consider the team's Emotions and Behaviours as described in this report, and also other relevant factors, such as the team's objectives, and give advice on development areas within the team and training opportunities.
- This report should be seen as the starting point in developing the team's Emotional Intelligence.

If you are concerned about anything in this report, please contact the distributors of this report or Brentfield Consultancy Ltd at info@ebwonline.com

EBW Team Members Profile

This team report provides an overview of the team from the perspective of the eight key behavioural clusters that are the focus of the EBW. This report provides the EBWt assessment of the Harringtons Sales Team who consist of

Steve Harper - Middle Management (Head of team)

Carol Martin - Middle Management

Edward Singh - Middle Management

Liz Thomas - Middle Management

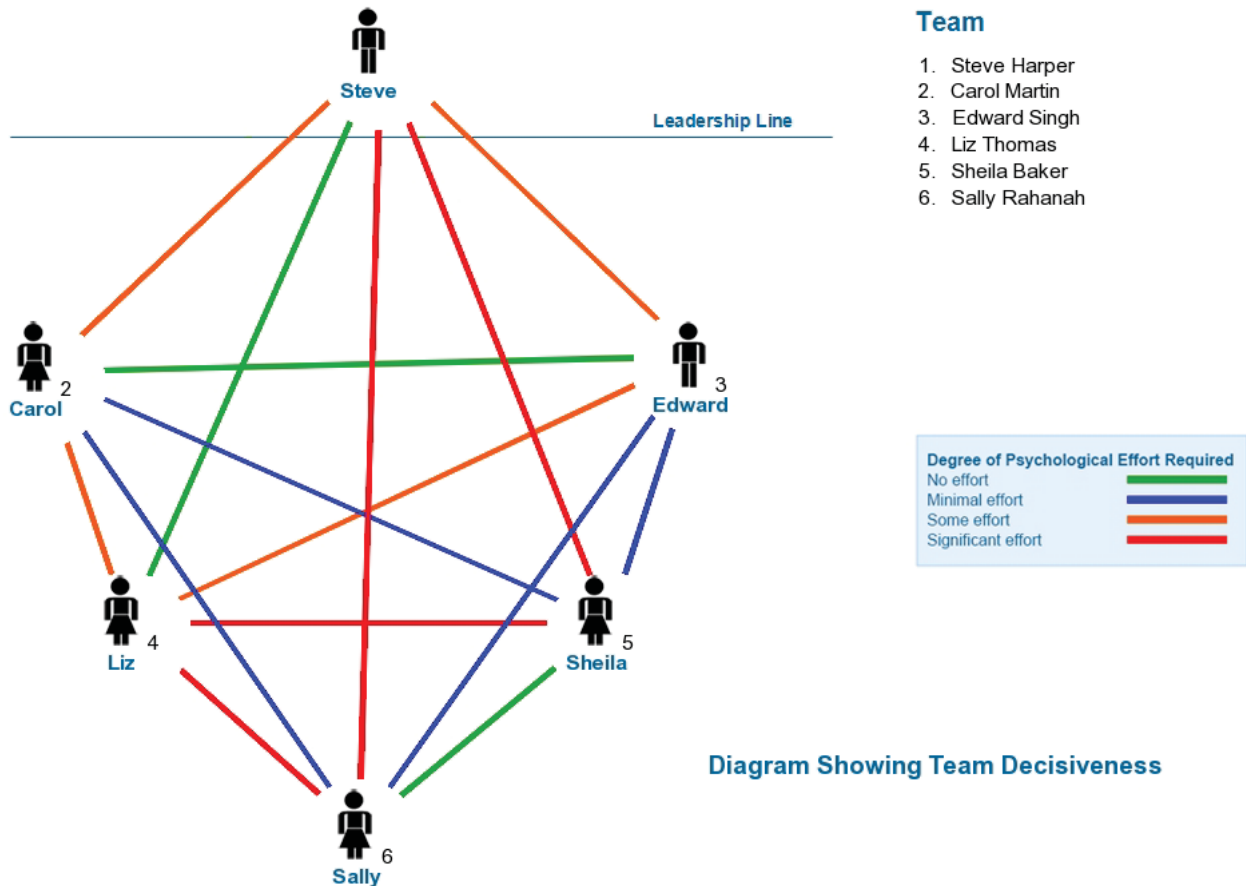
Sheila Baker - Middle Management

Sally Rahanah - Middle Management

Team Profile by Behavioural Cluster

Decisiveness

The capacity and preparedness to take decisions, accept responsibility and take the initiative. Provides clarity on issues and is prepared to be assertive.



Summary

Steve takes a cautious approach when making decisions, perhaps postponing the decision until he has all the information he requires and has time to evaluate the situation fully, or deferring to others.

Carol is prepared to make decisions and accept responsibility but is equally happy deferring this to others.

Edward is prepared to make decisions and accept responsibility but is equally happy deferring this to others.

Liz takes a cautious approach when making decisions, perhaps postponing the decision until she has all the information she requires and has time to evaluate the situation fully, or deferring to others.

Sheila is more comfortable than many with making decisions, taking responsibility and putting her views forward.

Sally is more comfortable than many with making decisions, taking responsibility and putting her views forward.