



GibsonFisher

Profiles Team Analysis™



The **Profiles Team Analysis** helps team leaders get the most from every member of the team and effectively guide the way to the achievement of team goals. It does this by evaluating **Team Balance** and the **Team's Strengths and Weaknesses**.

Leader's Guide

The Profiles Team Analysis develops a report that serves the team leader as a guide for assuring the accomplishment of the team's objectives. It spotlights the strengths each member brings to the team and how to capitalize on those strengths. The report also suggests actions the leader can take to improve the performance of all team members while increasing their effectiveness as a leader.

Each team member can complete his or her assessment in 15 minutes, using an Internet connection, sitting at a PC, or writing responses in an assessment booklet. Results are compiled by computer and printed in minutes.

Leveraging Team Dynamics

The **Profiles Team Analysis** will produce a **Team Balance Table** showing how the team leader and team members scored in each of twelve key factors. This helps the Team Leader understand the overall representation of characteristics on the team. Another section identifies the characteristics that are not well represented on the team. Awareness of these deficiencies alerts the team leader to be wary of overlooking important actions.

Another section reports the dominant behavioral factors of each team member. With this data the team leader can utilize the natural characteristics of team members to accomplish team goals. There are also specific suggestions for supervising team members and recommended action steps.



GibsonFisher is a Strategic Business Partner
with Profiles International, Inc.

GibsonFisher provides advisory or consulting services that are focused specifically on goal attainment or problem resolution for our clients. Unlike many management consultants, **GibsonFisher** does not sell prepackaged generic programs. Each project is custom designed to address the unique management issues of the specific client.

The services provided by **GibsonFisher** include consultation, assessment and evaluation, strategic and business planning, organizational and management development, project management and implementation, and resource materials in process modeling, cost allocation, labor standard development, team facilitation, and consensus building. To learn more about **GibsonFisher** and the services we provide go to: www.gibsonfisher.com

You can also email **GibsonFisher** at: info@gibsonfisher.com



**Edward K. Kotalo, CPC
President**

Mr. Kotalo has over seventeen years experience in organizational consulting and executive search. He is skilled in the management of engagements, focused on the provider side of healthcare having represented corporate healthcare service companies, physician group practices, hospitals, and integrated delivery systems. Prior to joining the firm in 1997, he was a Hospital & Health System Practice Director for a national executive search firm.

Additionally, Mr. Kotalo is skilled in training today's executive on how to become tomorrow's healthcare entrepreneur. He is experienced in conducting entrepreneurial-based feasibility and business plans that avoid problems common with new venture start-ups.

Mr. Kotalo has co-developed a regional multi-tract conference focused on "Total Quality Management," written articles for healthcare publications, conducted various career seminars, and was a guest speaker at The Healthcare Information Management Systems Society of the AHA's National Conference (1998 Orlando, FL; 1991 San Francisco, CA; 1989 Anaheim, CA). A Certified Personnel Consultant by the National Association of Personnel Consultants, Washington DC, Mr. Kotalo holds a Bachelor of Arts degree from Capital University. Previously, he was a National Account Executive with Motorola Communications, Inc.

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Discover the Difference



Profiles Team Analysis™ makes team building both challenging and rewarding. Effective teams achieve results far beyond what individuals could accomplish on their own. But team building is far more than putting a group of people together and hoping for the best. This system reports the attributes of each team member, shows the team's strengths and alerts the team leader to potential problems.

GibsonFisher's Other Assessment Tools:



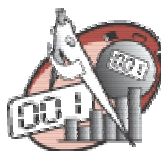
The Profile XT™ is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing, and succession planning. It is a powerful and dynamic management tool that employs 21st Century technology to put the right people in the right jobs. It is administered on the Internet and reports are immediately



A powerful professional development tool, that positively impacts an individual's growth and career, and an organization's success. For managers, supervisors, and others in leadership positions, it can facilitate peak performance that generates improved productivity. **CheckPoint 360°** quantifies a participant's competencies, verifies the results from a variety of perspectives, and identifies ways to enhance skills.



The CheckPoint SkillBuilder Series™ consists of 18 self-paced, self-improvement programs designed to help managers improve their performance. The SkillBuilder Series is a companion to the CheckPoint 360° Competency Feedback System, offering managers the opportunity to develop the competencies that are most important to their professional growth and success. Available exclusively on the Internet.



Profiles Performance Indicator™ measures five key personality factors and their impact on seven critically important aspects of success in business. The report helps you understand how an individual is effectively understood, motivated, and managed. It is economical and is quick to take, making it the ideal choice for your business.



Employee Background Check™ is an information service that verifies job applicants' resume data, checks driving records, and examines criminal history to reduce the risk of negligent hiring liability.

The **Profiles Team Analysis** also describes each team member's characteristics in these twelve key Team Factors:

- **Control**
- **Composure**
- **Social**
- **Analytical**
- **Patience**
- **Results Orientation**
- **Precision**
- **Emotions**
- **Ambition**
- **Team Player**
- **Positive Expectancy**
- **Quality Orientation**

By combining the **Profiles Team Analysis** with the **Profiles Performance Indicator**, team leaders get the most from every member of their team and effectively guide the way to the achievement of team goals. This is done by evaluating and understanding the differences between employees and how to use this knowledge to increase employee productivity.

Everyone who is responsible for providing leadership to others will appreciate the valuable information and recommendations provided by both the **Profiles' Team Analysis** and **Performance Indicator**.