

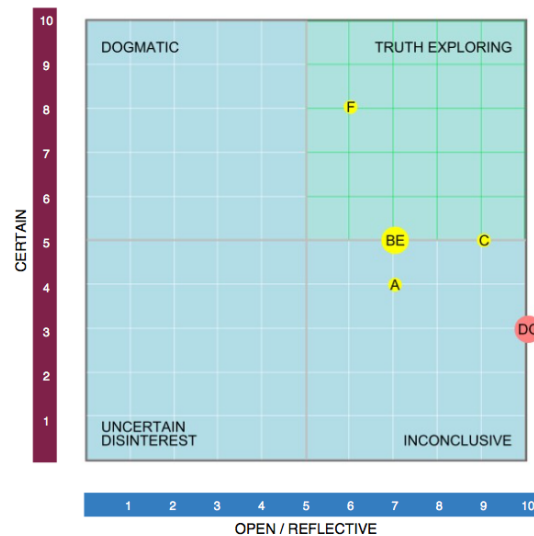
## Team Paradox Summary



Our *Team Insights* program utilizes Harrison Assessments paradox technology to determine the balances and imbalances on a team. This technology allows us to use validated data to help teams identify their strengths and set action plans to mitigate any challenges.

Here is a sample of the some of the paradoxes we look at and the information it provides:

### Opinions Paradox



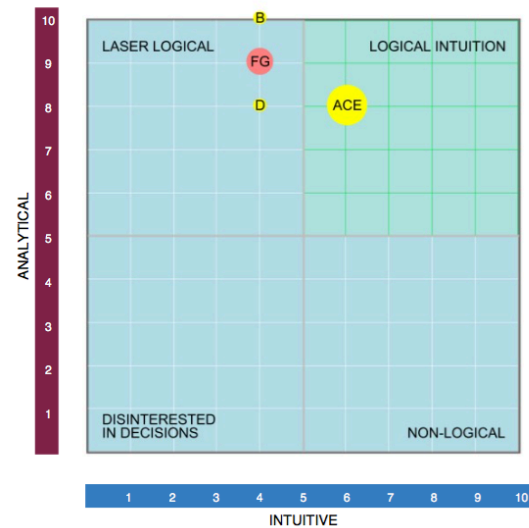
What the *Opinions* paradox tells us...

How open are team members to other ideas versus how certain are they of their own?

The results allow us to discuss possible team dysfunction in:

- Spending too much time looking at options.
- Everyone thinking their answer is the right one.

### Decision Approach



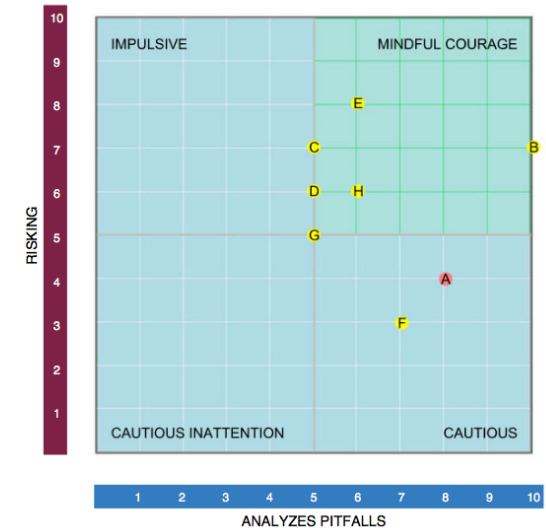
What the *Decision Approach* paradox tells us...

How much they use their gut versus data to make decisions.

The results allow us to discuss possible team dysfunction in:

- Missed opportunities when either looking to much at the fact or too much using your gut.

### Strategic Paradox



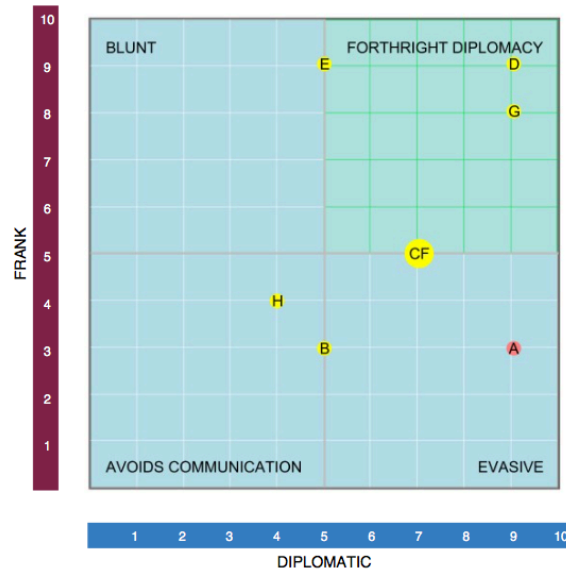
What the *Strategic* paradox tells us...

How open are team members to other ideas versus how certain are they of their own?

The results allow us to discuss possible team dysfunction in:

- Missed opportunities by focusing too much on what could go wrong.
- Taking too many risks that cost the business money in time and resources.

### Communication Paradox



What the *Communications* paradox tells us...

How open are team members to other ideas versus how certain are they of their own?

The results allow us to discuss possible team dysfunction in:

- Being too direct with others.
- Not being concise enough.
- Avoiding communication all together.

### Innovation Paradox



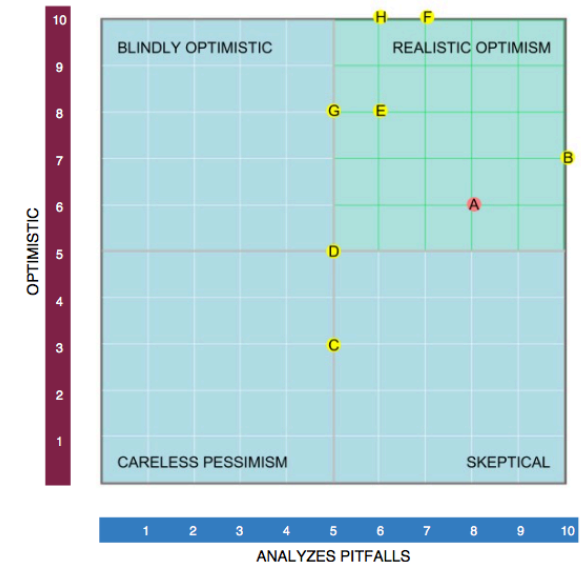
What the *Innovation* paradox tells us...

How the team members are able to generate ideas and get them done?

The results allow us to discuss possible team dysfunction in:

- Having lots of ideas but not getting them implemented.
- Being too focused on the task and not trying new ways of doing things.

### Strategic Acumen Paradox



What the *Strategic Acumen* paradox tells us...

How team members balance looking at what could go wrong on a project versus being positive it can be done.

The results allow us to discuss possible team dysfunction in:

- Focusing too much on what could go wrong that projects do not get done.
- Being too optimistic and then a project fails because potential pitfalls were not addressed.