

DRiV[™]

What *DRIVES* you?
What *DRAINS* you?

TEAM DEVELOPMENT REPORT ACME LEADERSHIP TEAM

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03 February 2020



POWERED BY
LEADERSHIP WORTH FOLLOWING, LLC

ABOUT YOUR DRiV TEAM DEVELOPMENT REPORT

Your DRiV Team Development Report provides insight into what drives and drains energy at work – both for you and the people on your team. It includes your DRiV Factor Scores as well as how your scores compare to your broader team. Tips and insights for you and your team based on these DRiV Factor Scores are also provided.

SUMMARY OF THE DRiV MODEL

The DRiV integrates more than 50 years of research on what drives human behavior to provide a comprehensive picture of what drives and drains you. This research uncovered 6 broad factors of things that drive human behavior and influence team effectiveness. These factors include:



Guidelines for Interpretation:

There is no such thing as “good” or “bad” drivers or a “best” profile. Each driver and profile can have helpful and harmful implications. And, because we cannot be driven by everything equally, you will have some high and low scores. If a score does not “feel right,” it may indicate you interpreted the questions differently than most people, or it may mean you have blind spots. You should take this as an opportunity to seek outside feedback from friends, family, coworkers, or your DRiV Coach.

TEAM FACTORS OVERVIEW

Below are the results of your team's 6 DRiV factors. Your team's median score is shown in the darker boxes, and the shaded bar represents the middle 50% of people on your team. Both high and low factor scores will strongly influence your team's overall behavior (and ultimately, its effectiveness). The insights at the bottom of the page explain how similarities and/or differences within the team could help (or hurt) the team.

IMPACT



INSIGHT



CONNECTION



HARMONY



PRODUCTIVITY



MEANING



AT YOUR TEAM'S BEST, YOU WILL

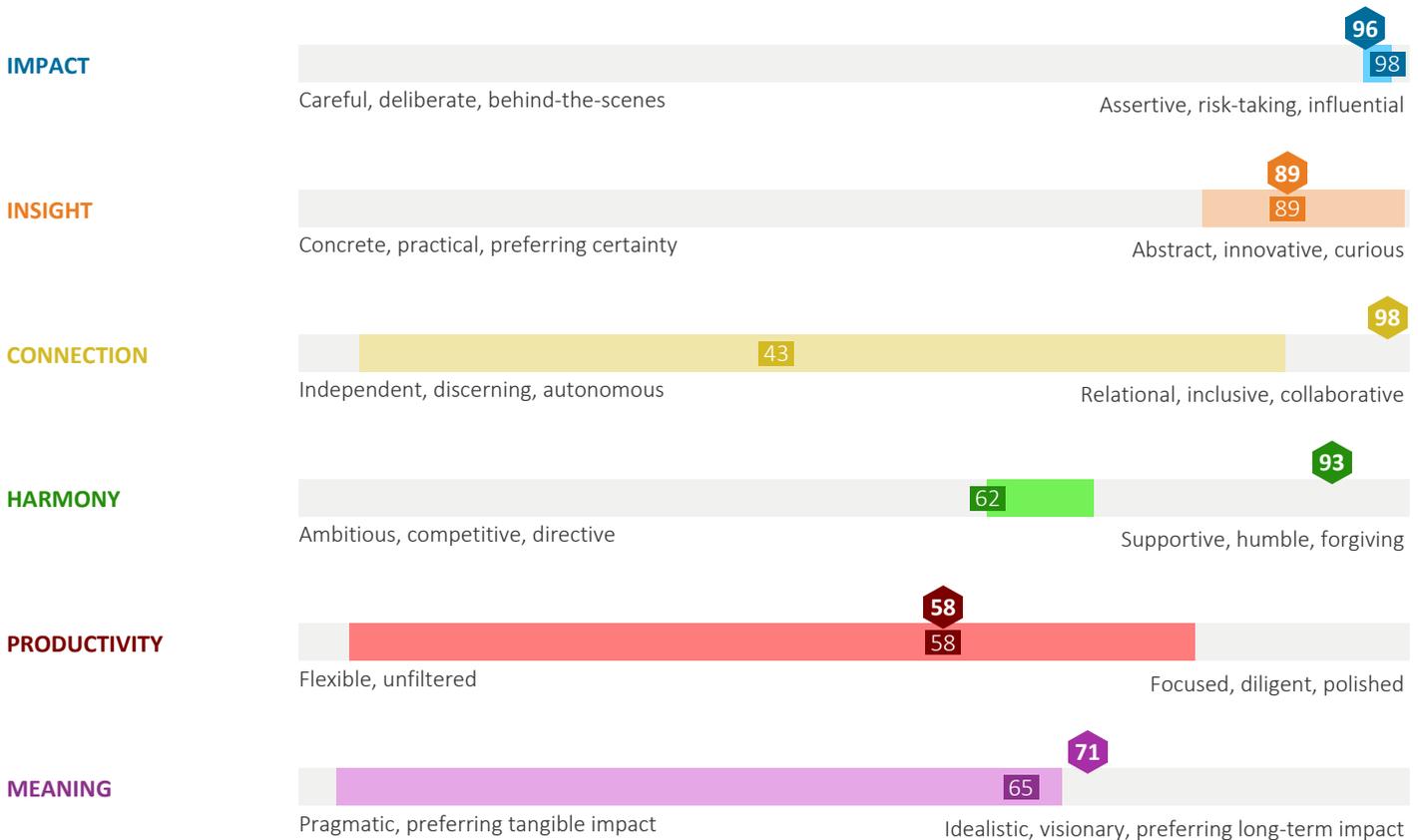
- Comfortably have difficult conversations (e.g., healthy conflict, constructive criticism)
- Help each other learn from mistakes and solve problems creatively
- Develop relatively clear roles and leverage teammates' unique skills as needed
- Work to achieve team goals without sacrificing individual needs
- Focus on goal achievement without overlooking non-task activities (e.g., learning, celebrating success)
- Work to balance a relatively stable mission with pragmatic goals

AT YOUR TEAM'S WORST, YOU WILL

- Escalate healthy conflict, creating interpersonal tension and limiting team effectiveness
- Spend too much time discussing the pros and cons of different ideas, slowing down team progress
- Frustrate each other due to conflicting needs for boundaries between personal and professional expectations
- Miss opportunities to improve the team by appropriately challenging each other
- Experience conflict due to misaligned expectations around effort, roles, and goals
- Have conflict over whether goals should be more pragmatic or more idealistic

COMPARATIVE FACTORS OVERVIEW

Your individual DRiV Factor Scores are presented in the hexagons below (note your scores are percentiles based on the general population). Your very high and very low scores represent things that are more important to you and will "drive" your thoughts and actions. Pay attention to scores falling outside the middle 50% of your team (the shaded bar). Differences in these areas – if not managed correctly – may lead to difficulties with teammates. Alternatively, when they are managed correctly, you will unlock complementary strengths within your team.



AT YOUR BEST, YOU WILL

- Bring up tough issues and help drive healthy conflict
- Share your knowledge, listen to others' input, and drive creative solutions
- Build team camaraderie by sharing resources and supporting teammates
- Build trust and safety by remaining optimistic and supportive
- Help the team adapt as needed while fulfilling your team commitments
- Help the team keep its mission and vision front-of-mind

AT YOUR WORST, YOU WILL

- Be overly assertive and/or stubborn when working through conflict
- Confuse discussions by adding more ideas, angles, or complexity
- Distract others from goals through excessive relationship-building efforts
- Ignore the need for healthy conflict, assuming all is well on the team
- Overemphasize or abandon priorities too quickly, confusing teammates
- Cast a vision that is a bit idealistic, distracting from more pressing issues

DEVELOPMENT TIPS

- Schedule regular touch-points with teammates you need to be connected with. Adding structure will make them less distracting and more productive.
- Practice active listening when working through conflict, ensuring others feel heard even when disagreeing.
- Look for areas where team performance could improve (e.g., quality, consistency, speed, etc.). Help the team by "raising the flag" as needed.