

BestWork Guide

Team Engineering



BestWork™

Introduction

Introducing BestWork Guides, a series of PDF guides providing the information you need to be a DATA wizard. Each PDF covers the different uses of DATA within your BestWork account. We intend to make it easier to understand when and how to use our reports so you can feel comfortable making decisions with DATA.

Thank you for your business and continued support.



Team Engineering

Team engineering with DATA is one of the most powerful applications available with BestWork's system. This is NOT team building. Team building is defined as the process of encouraging members of a work group to work well together, for example, by having them take part in activities or games. That can be fun and entertaining, and if done well, everyone learns something about others.

It rarely produces the results that the business had in mind. It is simply a beginner introduction to how people differ, using the earliest models of personality.

Team Engineering

Today, BestWork uses much more advanced personality models in combination with cognitive abilities to provide detailed information on how each person thinks, learns and behaves within any type of work group. Team engineering with DATA produces the results that you wanted when you did team building exercises. You will see clearly:

- The collective strengths of the team and what is missing
- How well the leader fits with this particular team
- Specific communication issues between any individual and the team
- Specific communication issues between any two individuals
- How well the strengths of the team match the mission of the team

The clarity of the DATA-driven information enables you to easily recognize the most effective interventions and development strategies for both the team and the individual members of the team.

Team Engineering

Example: The chart following this shows an executive team of eleven members with numbers showing the distribution of the team's strengths. The CEO's location in the distribution is identified by an asterisk(*). This team included diverse positions, from marketing to financial positions, so a diverse distribution of strengths is expected. A gap of one space between two individuals indicates a situation requiring conscious energy and attention to connect effectively. With this in mind, examine places on the chart where this occurs.

1. Note where the CEO's strengths are relative to the rest of the team.
2. Where are there clusters of similar strengths?
3. Where are there outliers from most of the team?
4. What do you think are the challenges this team has in working together?
5. What are the challenges for the CEO working with this team?

Team Engineering

Obviously this exercise offers many paths of exploration depending upon the goals of the team engineering program. We will be happy to work with you to design your own team engineering program, which can be presented by BestWork or by yourself using our workshop plan.

Team Engineering

Example Executive Team w/CEO*

FOCUSED ON NOW			2	1	5	3*	FOCUSED ON FUTURE
SLOWER INFORMATION PROCESSING			2	1	5	3*	QUICK INFORMATION PROCESSING
SEEKS CHANGE	1	5*	3		1	1	CONVENTIONAL
INDIRECT				1	6*	4	DIRECT
MAKES EXCEPTIONS	1	5*	3		1	1	FOLLOWS RULES & PROCEDURES
LITTLE OR NO PLANNING		2*		5	3	1	DETAILED PLANNING
LOW NEED FOR DETAILS		2*		5	3	1	HIGH NEED FOR DETAILS
PATIENT		4*	5	2			URGENT
INDIVIDUAL EFFORT	1	6*		3	1		COLLABORATIVE EFFORT
QUIET & IMPERSONAL		5*	3		2	1	OUTGOING & FRIENDLY

Thank you.

We thank you
for your
continued
support in our
efforts to
change the
world with
DATA.

Connect with us

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