

JCM Consulting

**Group Match:
Group Coach Report**

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JCM

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Executive Summary for Jess McClelland

CORE Personality:	Outgoing and Generalizing, also Controlling and Relaxed.
Communication Style:	Personal and Controlling: Convincing in persuading others, quick thinking/speaking
Problem Solving Style:	Innovative and Generalizing: prefers to focus on ideas; variety of interests; may be intuitive.
Approach to Environment:	Proactive with people and communications, may prefer to rely on others for specialized or highly technical details.
Activity Focus:	Process, focusing on tangible, quantifiable or thing processes,
Learning Style:	Verbal updates with summary visuals/graphics and outline of key information, deadlines; offer positive feedback on personal performance for improvement
Change Readiness:	Hardy: may be at a good place to make changes currently and assist others in the change process.
Energy:	High Productivity

In general communications with Jess-

- Use friendly persuasion with personal examples for gaining trust.
- Open conversation with small talk.
- Use a casual, serene approach.
- Be direct, succinct but not dictating.

Enhancing Jess's teamwork-

- Prompt Jess not to read too much into another's statement, before he checks out and verifies what specifically was meant.
- Work with him to be more specific and concrete with communications and to appreciate the amount of time it takes for others to generate necessary details for a quality team product or service.
- Help him understand that his approach can actually be too intense for some individuals to feel safe and open with him; he may have a stronger relationship if he backs off from his personal need to be involved with everyone he works with closely and lets them approach him when they are "ready".

Executive Summary for Clyde Johnson

CORE Personality:	Controlling and Generalizing, also Outgoing and Urgent.
Communication Style:	Objective and Outgoing: personable, especially to meet goals; quick thinking/speaking
Problem Solving Style:	Innovative and Proactive: non-linear and "new" solutions-based, natural brainstormer, big picture oriented.
Approach to Environment:	Proactive: prefers fast pace, change and results; short-term, big picture and urgent
Activity Focus:	Outcomes: analytical and goals oriented; hard working; skeptical of unproven.
Learning Style:	Provide visual and graphic analysis/information with brief verbal summary; Prompt communications when goals aren't being met
Change Readiness:	Good: may be at a good place to make changes currently, desiring simple rationale for change requested or needed and time for the logic and benefits of the change to sink in and integrate to optimize Clyde's positive involvement.
Energy:	Above Average

In general communications with Clyde-

- Be direct, succinct but not dictating.
- Ask for Clyde's opinion first, then give yours.
- Use friendly persuasion with personal examples for gaining trust.

Enhancing Clyde's teamwork-

- Prompt Clyde to focus on his listening skills and not offering advice until asked.
- Work with him to be more specific and concrete with communications and to appreciate the amount of time it takes for others to generate necessary details for a quality team product or service.
- Encourage him to ask his co-workers open-ended, non-threatening questions, when he is concerned about their efforts. These questions probably begin with a "How is it that...", rather than a "You didn't..." statement or a defensive questioning of "why did you...?"
- Prompt Clyde not to read too much into another's statement, before he checks out and verifies what specifically was meant.
- Help him understand the impact of his "busy-ness" and that he may unintentionally create an "unapproachable" or "pushy" sense for others, and then not get valuable feedback or information from them in a timely manner.

Executive Summary for Mike Johnson

CORE Personality:	Outgoing and Generalizing, also Urgent and Supportive.
Communication Style:	Personal: warm, cordial, welcoming in approach to others
Problem Solving Style:	Innovative and Proactive: non-linear and "new" solutions-based, natural brainstormer, big picture oriented.
Approach to Environment:	Proactive with people and communications, may prefer to rely on others for specialized or highly technical details.
Activity Focus:	Process, focusing on tangible, quantifiable or thing processes,
Learning Style:	Verbal updates with summary visual/graphic or outline of key information, deadlines; limited personal confrontation.
Change Readiness:	Potentially hardy: may be at a good place to make changes currently or even be desiring change; may also want to avoid certain changes due to personal or past experiences but be open to changes that allow Mike personal time to himself.
Energy:	High Productivity

In general communications with Mike-

- Use friendly persuasion with personal examples for gaining trust.
- Open conversation with small talk.
- Ask if he understands what you mean.

Enhancing Mike's teamwork-

- Prompt Mike not to read too much into another's statement, before he checks out and verifies what specifically was meant.
- Work with him to be more specific and concrete with communications and to appreciate the amount of time it takes for others to generate necessary details for a quality team product or service.
- Help him understand that his approach can actually be too intense for some individuals to feel safe and open with him; he may have a stronger relationship if he backs off from his personal need to be involved with everyone he works with closely and lets them approach him when they are "ready".
- Help him understand the impact of his "busy-ness" and that he may unintentionally create an "unapproachable" or "pushy" sense for others, and then not get valuable feedback or information from them in a timely manner.
- Having a friendly, low key environment with time to get to know those around him.
- Working as a team, sharing responsibilities; helping each other freely, without having to ask specifically for support or assistance.

Executive Summary for Danny Johnson

CORE Personality:	Controlling and Urgent, also Exacting and Introspective.
Communication Style:	Objective and Introspective: analytical, direct, prefers thinking to feeling
Problem Solving Style:	Systematic and Urgent: prefers strong verifiable logic, focus on what is useful, tangible
Approach to Environment:	Proactive: prefers action, short term projects and change.
Activity Focus:	Outcomes: analytical, goals-driven, quick to critique the unproven, self-disciplined
Learning Style:	Focus one-on-one relationships to optimize communications; set up goals and a system to evaluate own progress
Change Readiness:	Good: may be at a good place to make changes currently, desiring simple rationale for change requested or needed and time for the logic and benefits of the change to sink in and integrate to optimize Danny's positive involvement.
Energy:	Efficient

In general communications with Danny-

- Be direct, succinct but not dictating.
- Ask for Danny's opinion first, then give yours.
- Be specific and objective, but not detailed or unfeeling.

Enhancing Danny's teamwork-

- Prompt Danny to focus on his listening skills and not offering advice until asked.
- Help him understand the impact of his "busy-ness" and that he may unintentionally create an "unapproachable" or "pushy" sense for others, and then not get valuable feedback or information from them in a timely manner.
- Encourage him to ask his co-workers open-ended, non-threatening questions, when he is concerned about their efforts. These questions probably begin with a "How is it that...", rather than a "You didn't..." statement or a defensive questioning of "why did you...?"
- Having straightforward to-do lists; objective and even-keel communications.
- Being able to work free from hidden agendas and to "lay the cards on the table", especially when trying to complete a task when under a tight deadline.