



## Why is the Net Team Type™ important?

- What** When you create a team in the TEAMOSITY™ application, a “Net Team Type” is calculated giving you a dominant and minority team type.
- Why** Individuals are dynamic and when combined with others to form a group of any kind, the group begins to take on various psychological qualities that are more than just the linear addition of attributes. For example, in a group of five individuals with three Introverts and two Extraverts, the 3-2 difference will not favor Introversion as a group quality even though there are more of them. We analyzed the different attributes of the behavioral types to create a weighting of interaction to interaction and impact on group processes. When the formula was implemented, we tested the results with some select teams to find verification.
- Some users of personality type attempt to simply count the number of individuals who have a given preference in a group and then refer to the majority as the team type, when in fact, reality shows that this simply isn’t the way it happens. For example, in the vast majority of cases an individual whose behavioral type is ENTJ will have a far greater impact on the group than any other type. And if that individual is the team lead, the consequences are multiplied. The Net Team Type calculation accounts for the variations and multiple elements that go into creating the team dynamic.
- So What** The Net Team Type gives significant clues of the probable team strengths and issues, and the likely key gaps in team capability. The TEAMOSITY™ application provides specific analytical options that give descriptions, tips, and suggestions given the NET team type.
- When you have an understanding of the Net Team Type, you can estimate how the team is likely to operate in attempting to reach its goals as well as likely issues that can erode team effectiveness. You can also predict how the target team might interact with another team with its own Net Team Type. The psychology of the team produces predictable results and can be used in targeted ways. As a sample, look at the attached table at the descriptions and learning tactics. The TEAMOSITY™ application gives you the kinds of advice at your finger tips that can accelerate teamwork.

## Brief Net Team Type Descriptions and Learning Tactics for the Team

<p>ISTJ</p> <p>Realistic, matter-of-fact, fastidious and orderly, loyal. Enjoys finding concrete solutions to problems.</p> <p>Tactic: Prepare a case study of the behavior that includes five specific steps to address the issues in the case.</p>	<p>ISFJ</p> <p>Pragmatic, hands-on individuals who are conscientious. Enjoys finding helpful and immediate personal actions.</p> <p>Tactic: Ask how the behavior in question (for development or moderation) can improve the quality of the life of those important to the type.</p>	<p>INFJ</p> <p>Sees inter-relationships and seeks to serve common good. Pursues ideas that serve trusted values.</p> <p>Tactic: Explore how the behavior in question serves one's values or mission.</p>	<p>INTJ</p> <p>Independent minded, prefers dealing with ideas, driven to be competent. Enjoys finding systems-related solutions.</p> <p>Tactic: Ask how the behavior in question is related to providing a strategic advantage in working with others.</p>
<p>ISTP</p> <p>Tackles practical problems, takes quick action, driven for efficiency.</p> <p>Tactic: Use a video clip to illustrate the behavior in question.</p>	<p>ISFP</p> <p>Friendly and values-- oriented, sensitive to the needs of others. Loyal and very private.</p> <p>Tactic: Explore how the behavior in question affects family and friends.</p>	<p>INFP</p> <p>Driven toward ideals, seeks congruence between values and external life.</p> <p>Tactic: Ask how the behavior in question can serve the personal mission.</p>	<p>INTP</p> <p>Analytical, driven to find underlying logic in situations, often theoretical. Driven to be precise.</p> <p>Tactic: Ask for the logical and working principle that is advanced by developing or moderating the behavior in question.</p>
<p>ESTP</p> <p>Have an action-- oriented, "here and now" approach, uses pragmatic strategies.</p> <p>Tactic: Video the actual person and deconstruct the behavior and its consequences.</p>	<p>ESFP</p> <p>Energetic in approaching others, accepting, likes to find specific, constructive solutions.</p> <p>Tactic: Ask how the behavior in question can enrich helping others find more satisfying activities.</p>	<p>ENFP</p> <p>Spontaneous and imaginative, seeks connections and patterns, often will find synthesis.</p> <p>Tactic: Ask how the behavior in question can enrich creativity and enhance relationships.</p>	<p>ENTP</p> <p>Enjoys complex problems, often resourceful with making ideas useful, often critical.</p> <p>Tactic: Ask to explore the "deltas" between what is desired and the current behavior and how to bridge the gap.</p>
<p>ESTJ</p> <p>Likes to take action, organize, analyze, systematically implement plans, often seen as driven.</p> <p>Tactic: Prepare a 30- day action plan on how to test the outcomes of moderating behavior.</p>	<p>ESFJ</p> <p>Seen as cooperative and conscientious, likes working with teams, attends to basic interpersonal needs.</p> <p>Tactic: Ask the individual to assist you in looking at how the behavior affects his or her team.</p>	<p>ENFJ</p> <p>Often social and warm, seen as "attuned" to others, responsive and thoughtful toward others' needs.</p> <p>Tactic: Explore how moderating the behavior in question will boost overall engagement with others.</p>	<p>ENTJ</p> <p>Likes to think long-term, tackles comprehensive approaches to problems, decisive and forceful.</p> <p>Tactic: Ask how organizational performance and personal competence is enhanced by dealing with the behavior in question.</p>