

# Ideal Team Profile Questionnaire (ITPQ)

Team Roles on their own are only half the story. It is all very well to map out what a team does - but it is what they need to do that really matters

Organisations face different challenges at different times. Unfortunately, people do not always adapt to these changes. Sometimes this is because they have developed a habitual mode of operating – perhaps based on a “what worked well in the past should be good enough now!” mentality. In today’s changing world this does not always work. It is important to keep evaluating and updating our ideas on what are the most appropriate things to do. There is very little technology available for analysing the link between the current challenges and the human input required in behavioural terms.

## What does using the ITPQ achieve?

The ITPQ can be used to collect a variety of views concerning the current or future challenge of the team in such a way that:

- different perceptions can be identified – by asking not only the team members but also the different stakeholders to complete the ITPQ a variety of views can be sought, and the real challenges clarified;
- mismatches between current and ideal behaviour are highlighted – by comparing the ITPQ with the MTR-i™ the agenda for behavioural change can be specified;
- a strategy for change can be agreed – where there are differences between roles performed and challenges faced, there is a need to ensure that the right things are done – sometimes by current members flexing their roles and sometimes by seeking additional resources and support.

The ITPQ is part of an integrated approach to improving team performance linking personality, behaviour and performance challenge which can all be addressed in a consistent and progressive way.

### PfS Ideal Team Profile Questionnaire (ITPQ) at a glance

**Use to:**

identify the roles and contributions required by a team

**Use for:**

mapping the range of roles required for success

**Use with:**

all people interested in improving the performance of their team

**Administration:**

On paper or online with online reporting

**Timing:**

Untimed, typical completion 10 minutes

**Number of items:**

28

**Reports:**

Individual reports for each person surveyed to be compiled into a group report summarising stakeholder views

**Training required:**

Familiarisation day or TDI course

### How is the ITPQ different?

ITPQ uses Jung's theory of Psychological Type to define the range of important contributions that can be made in a team. It then solicits the key behaviours required to make it happen. No other behavioural questionnaire approaches performance issues so directly. The ITPQ is different because of its focus on the performance challenge, its underpinning using a major theory of human performance and its link with two other questionnaires using the same model allowing an integrated approach to be used in a strategic way.

### Advanced analysis and reporting

The ITPQ is a survey the views of groups of stakeholders to give their perspective about a team. ITPQ reports identify the commonality or diversity of views held by the different stakeholders – the team themselves, their direct reports, their peers and colleagues or even their customers.

### The online advantage

Our online system works the way you want to, giving you the option of using the ITPQ with as many stakeholders as necessary at a time that suits all concerned – who can be anywhere in the world and yet have easy access at any time.

### Designed for you

The PFS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.

### Training required

The ITPQ is available to people who attend our 1-day familiarisation course or who complete the TDI<sup>®</sup> course which uses the model of Psychological Type to examine both personality and behaviour.

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