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**TEAMPOP™ Manager to Individual
Coaching Guide**

based on Assessment DATA from
ManagementPOP and POP for Sales

(printed from our digital TeamPOP platform)

Individual: Ronald Sparta
Manager: Michael Stevens
Date: 11.18.2022



Compare

Manager to Individual

Manager

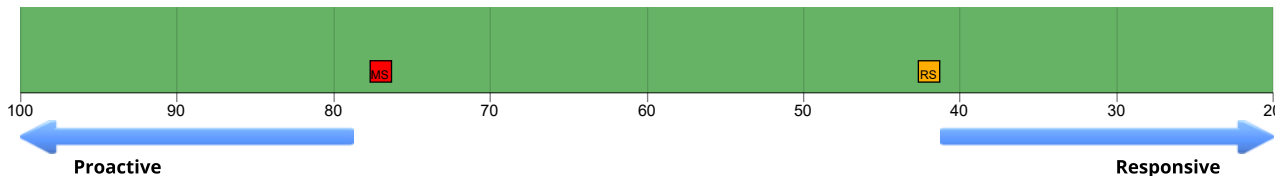
Michael Stevens

Individual A

Ronald Sparta

Enterprising Potential (EP)

High: 77 Low: 42 Mean: 59.5 Standard Deviation: 17.5



Comparing Manager Score (77) to Individual A Score (42)

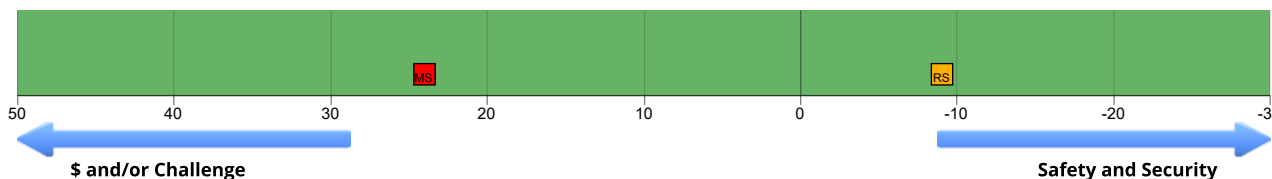
Team Average (42.0)

This individual is much more responsive by nature when compared with this manager, and is therefore more reliant on feedback, structure and guidance to perform. In order to be effective, this manager should:

- Provide feedback and guidance regularly
- Ensure that they clearly articulate the individual's daily and weekly responsibilities
- Encourage the individual to create a "to-do" list or use a personal organizer
- Set up boundaries with the individual about when they can approach the manager for feedback or guidance
 - If the manager doesn't do this the individual will be at their door constantly
- Try and push the individual to think outside the box and develop new ways of doing things

Achievement Potential (AP)

High: 24 Low: -9 Mean: 7.5 Standard Deviation: 16.5



Comparing Manager Score (24) to Individual A Score (-9)

Team Average (-9.0)

This individual is substantially more relaxed, calm, and patient when compared to this manager. Moreover, the individual is much longer-term in his/her thinking and therefore does not have the same sense of urgency to complete tasks as the manager does. In order to be effective, this manager should:

- Ensure the individual has the necessary time to complete tasks
- Remind the individual of due dates and performance targets
- Reinforce the importance of performance targets
 - Performance is not of the utmost importance to this type of person
- Manage the individual's performance, but not dwell on it
 - If they are meeting their targets, do not overemphasize performance
- Increase the individual's performance targets gradually. Large increases may elicit frustration and feelings of hopelessness.

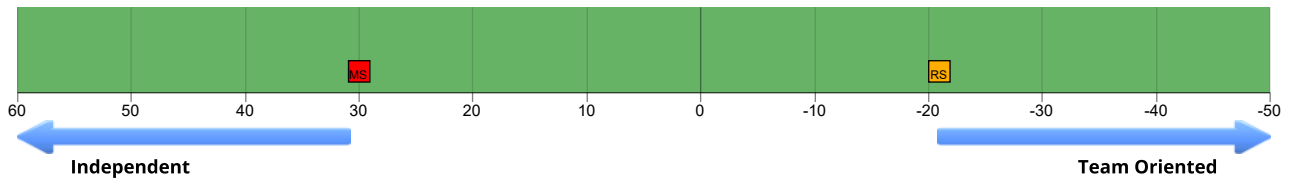
Independence Potential (IP)

High: 30

Low: -21

Mean: 4.5

Standard Deviation: 25.5



Comparing Manager Score (30) to Individual A Score (-21)

Team Average (-21.0)

This individual has a preference for feedback and guidance that is almost opposite to the manager's natural leadership style. As such, the manager will likely find this individual to be demanding, time consuming and needy. This individual will be difficult for to manage for this manager, and will require the manager to put boundaries in place in order to protect his/her time. In order to be effective, this manager should:

- Try to provide as much feedback and guidance as possible
- Spend the appropriate amount of time training and teaching the individual early in the process
- Establish weekly meetings where you sit down and discuss performance / outcomes with the individual
- Set boundaries with this individual
 - If the manager doesn't, the individual will be at his/her door constantly.
- Place this individual in a very structured and protocol driven environment
- Give this individual a senior employee as a mentor (preferably one with a similar IP score)

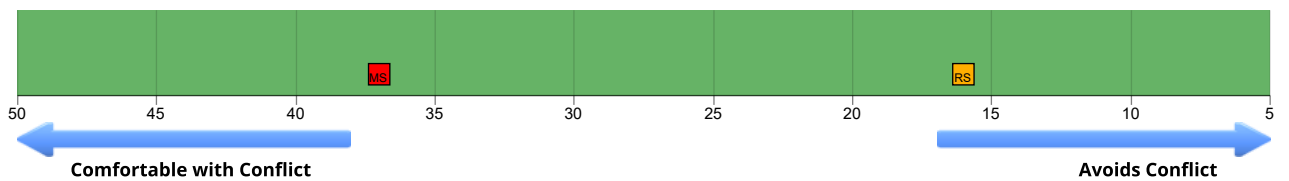
Comfort With Conflict (CWC)

High: 37

Low: 16

Mean: 26.5

Standard Deviation: 10.5



Comparing Manager Score (37) to Individual A Score (16)

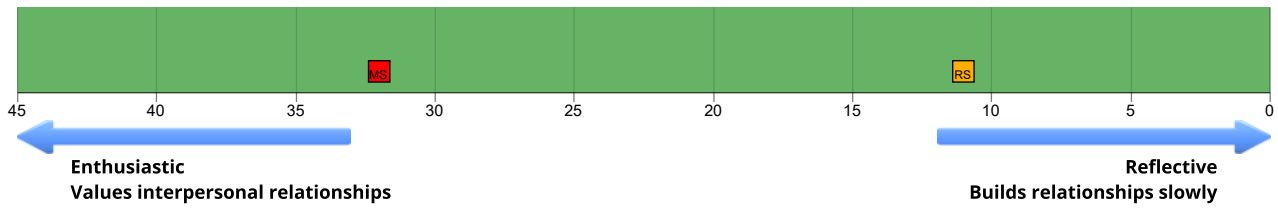
Team Average (16.0)

This individual is less comfortable with conflict than the manager is. It is important for the manager to understand this and to adopt an employee-focused perspective when engaging in performance-coaching sessions. In order to be effective, this manager should:

- Be cognizant of this difference. This employee will be much more negatively affected by conflict and arguing than will the manager
 - Therefore what seems like nothing to the manager can be a big deal to the employee
- Keep their finger on the pulse of the team. If conflict is present, this individual's performance might suffer the most

People Orientation (PO)

High: 32 Low: 11 Mean: 21.5 Standard Deviation: 10.5



Comparing Manager Score (32) to Individual A Score (11)

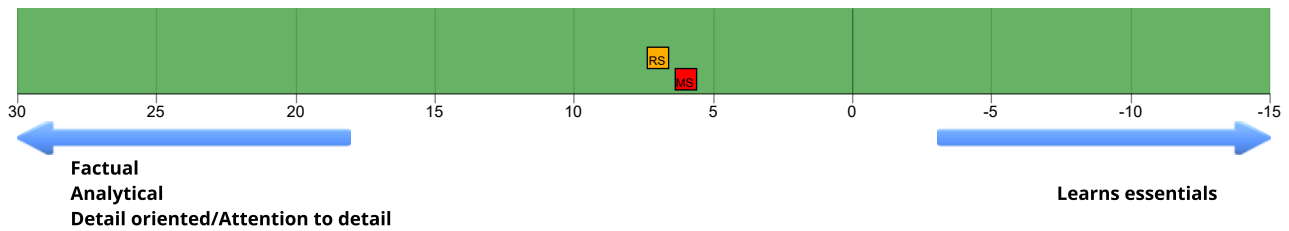
Team Average (11.0)

This individual is much more reserved and introverted than the manager. As such, the individual prefers to build relationships more slowly and will take a little longer to open up. In order to be effective, this manager should:

- Try to place the individual in a position that does not require frequent interaction with clients
- Not force them into social situations, but rather let them warm up to others on their own terms
- Let them initiate conversations early on, as this will let them communicate at their own pace
- Avoid “putting them on the spot” in front of new colleagues (e.g., tell us a little bit about yourself)
- Avoid personal conversations early on. Let them divulge this information at their own pace
- Try to make them feel as comfortable as possible. The more comfortable they feel, the quicker they will open up

Analytical Orientation (AO)

High: 7 Low: 6 Mean: 6.5 Standard Deviation: 0.5



Comparing Manager Score (6) to Individual A Score (7)

Team Average (7.0)

The manager and individual have very similar analytical orientation scores. As such, their natural communication styles are very much in-synch. This is important because effective communication is entirely based on one's ability to disseminate information according to the receiving person's preference.

First Name	Last Name	Email	State/Province	City	Assessment	EP	AP	IP	CWC	PO
Michael	Stevens	michael@hiringco.com			SPRO	77	24	30	37	32
Ronald	Sparta	rsparta@hotmail.com	Iowa	Ames	POP7	42	-9	-21	16	11

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