



Team Development Report

Building upon the IDI, a groundbreaking tool for measuring motivation, the IDI Team Development Report offers actionable insights into team motivations, patterns, potential biases, and sources of misalignment. This tool helps teams work together more effectively, unlocks untapped potential for productivity, and can result in new levels of organizational achievement.

Why a motivational approach to team development?

Harness the power of personal motivation

When motivation and responsibilities are out of alignment, it can cause fatigue, disengagement, and hinder productivity. When we have a better understanding of what drives us and our colleagues, we can harness these sources of energy to encourage productivity, innovation, and greater success for the team and the organization.

Reveal potential unconscious bias

Everyone makes assumptions about others – it's how we interpret the world. These biases can be harmful, however, if they cause us to misinterpret the behavior of others. Openly examining our own motivations and those of others can help us dismantle unproductive assumptions, paving the way for more transparent communication and more effective collaboration.

Reduce conflict

Many workplace conflicts arise from observed differences in behavior – and aiming to change behavior alone may not get to the root of the problem. When we recognize differences in motivation and establish a shared language for discussing those differences without judgment, we can eliminate much of the frustration that leads to distracting and destructive team friction.

Make room for diverse perspectives

Many developmental programs are designed to encourage shared values and competencies, but end up encouraging homogeneity, as individual perspectives conform to organizational habits. When we encourage people to recognize and embrace their unique motivational patterns, we create a more inclusive environment. Embracing diverse perspectives encourages innovation, creativity, and growth.

Building better teams is good for business.

Misalignment within teams is common, and allowing it to go unresolved can cause teams to derail. Even moderate levels of conflict can negatively impact productivity and engagement.

Of people who experienced an interpersonal conflict at work:

48% reported that they intentionally decreased their work effort.

78% said that their commitment to the organization declined.

80% reported that they lost time worrying about the incident.

"The Cost of Incivility," Harvard Business Review, January-February 2013.

"What I love about this report is that it respects each person's individuality. No colors or boxes to oversimplify people. With their uniqueness acknowledged, people can be more open to exploring their impact on each other."

-ULI OTTO, LRB SOLUTIONS, GERMANY

A ROBUST SOLUTION FOR TEAM DEVELOPMENT

Individual data through the team lens

This robust and comprehensive report delivers team composite data along with individual IDI data, contextualizing the personal motivational profile within the team's overall motivational composition. A clear, easy-to-read data layout makes it simple for individuals to make insightful observations about how their motivations contrast or converge with those of their colleagues.

Increased focus on the team's most pressing challenges

To tailor the data to suit the team's unique needs, choose from up to 20 themes (right). The report will include composite team data that is relevant to your selected themes, equipping you to move quickly from a broader team profile to specific, actionable insights that will resonate with the team.

Engagement-ready tools for coaches and consultants

Move from insights to action faster with a suite of materials that's built to prepare you for your engagement. The team's data comes in PowerPoint along with PDF for easy presentation, and you'll have access to suggested engagement agendas, warm-up exercises, facilitator FAQs and a customizable starter slide deck.

IDI Themes

Choose from up to 20 themes for your report to get data and insights tailored to the team's specific needs.

- ... Change
- ... Collaboration
- ... Communication
- ... Complexity
- ... Conflict
- ... Decision Making
- ... Discipline/Focus
- ... Influence
- ... Informational Needs
- ... Interpersonal Sensitivities
- ... Learning
- ... Pace
- ... Performance
- ... Power
- ... Problem solving
- ... Resilience
- ... Responsibility/Accountability
- ... Risk/Caution
- ... Sense Making
- ... Trust

Reignite existing relationships... create new ones.

As universal as it is flexible, the IDI Team Development report is a springboard for new engagements.

Some of the report's flexible features:

- Insightful with the IDI alone or as a complement to other assessments and frameworks
- Powerful for teams at any level of an organization
- Effective for intact, new, or merged teams
- Supports a variety of engagements: one-time workshops or ongoing coaching, in half-day or full-day formats
- Accommodates teams of 3-18 people
- Online facilitator tools and presentation-ready data for an engagement that's fast to build and easy to customize

GET STARTED

To start incorporating the IDI Team Development report in your work, you must be certified in the Individual Directions Inventory™. Contact us today to schedule your certification:

MRG.com | clientservices@mrq.com | +1.207.775.2173 or
+353.1.280.4430

If you are currently certified in MRG's Individual Directions Inventory, no further training is required – you can add the Team Development Report to any IDI Development Report.