OUTSTANDING TEACHING, LEARNING AND ASSESSMENT TECHNICAL SKILLS NATIONAL PROGRAMME

Team awareness and your impact on others
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Team Awareness & Your Impact on Others

Sally McAuley, Head of Employer Responsive Hub, TCCG
Objectives

- Identify the characteristics of a good team
- Use Hermann’s brain dominance model to recognise individuals preference to different tasks and roles within a team
- Identify how Hermann’s model relates to business skills
- Discuss how communication can be impacted within a team
What Makes a Great Team?

- 5 minutes in group to discuss
What Makes a Great Team?

Did you list include:

- Valuing our differences and diversity
- People being open to different views and perspectives
- Understanding how we might see things differently
- People considering how they impact on others

Let’s take a look at this a bit more............
Hermann’s brain dominance model

- The Herrmann four quadrant brain dominance model, can be thought of as a blending of the left brain/right brain, upper (thought) and lower (emotion) into a physiologically based metaphor of how the brain works.

- Gain the following insights into:
  - Dealing effectively with everyday business issues
  - Why you do things the way you do
  - See leadership issues from a new perspective
  - Question assumptions about human resource assets
PREFERENCES

A

Linear
Focused
Impact Tangible
Precise
Analyses
Sequential

B

Administrative
Ordered
Methodical

C

Anticipates others’ needs
Teaches/trains
Maintain relationships
User-friendly information
Understanding

D

Forward planning
Innovating
Considers change
Intuitive
Visionary/Holistic
Experimenting ideas
LEVELS OF COMMUNICATION BETWEEN PEOPLE

Communication between people within a quadrants

A

Easiest, supportive and sometimes competitive

B

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Free Flow Tribal

C

D
LEVELS OF COMMUNICATION BETWEEN PEOPLE

- Communication between people from Compatible Quadrants
- Supportive Reinforcing

DEGREE OF MATCH/MISMATCH
LEVELS OF COMMUNICATION BETWEEN PEOPLE

Communication between people from 
Contrasting, 
Complementary 
Quadrants

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LEVELS OF COMMUNICATION BETWEEN PEOPLE

Communication between people from
Opposing Complementary Quadrants

DEGREE OF MATCH/MISMATCH

Confronting Differentiated

Hardest and often hostile or blocked

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CAN APPEAR

A
- Rigid
- Cold & Calculating
- Ruthless
- Limited by need for proof/explanation
- Short-term

B
- Nit-picking
- Bossy
- Stuck in a rut
- ‘Boring’
- Pedantic

C
- Over-sensitive
- Un-businesslike
- Concerned by process
- not outcomes
- Lacking discipline
- Emotional

D
- Unfocussed
- Impulsive/rash
- Liable to Guess
- Oblivious of deadlines
- Given to *non sequiturs*
- Unrealistic

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