

Teamability: What's The Difference?

We are often asked, "What's the difference between Teamability® and familiar tests like the Myers-Briggs, DISC, EQ, and Strengths Finder?" Here are five important points:

What is the objective?

Testing for personality traits arose from the desire to explore the relationship between theories about the workings of the mind, and human behavior.

In contrast, the creators of Teamability wanted answers to the question 'What is Teaming, can it be measured, and if so, how might that information improve the world of work?'

What are you trying to measure?

Tests for personality, aptitudes, interests, and values are designed to measure what's going on inside of a person.

Teamability was engineered to measure what is actually happening when people team together to achieve a common goal.

How do the measurement methods compare?

Psychometric tests use self-inventory questionnaires to gather data. Subjects respond to yes/no questions, make choices between two alternatives, or respond to a blend of these and other challenges.

Teamability concepts come from physics and systems theory, and the methods are based on a unified field theory of how people operate in their world. The online experience elicits and measures two different modes of teaming: person-to-person (P2P), and person-to-team (P2T).

What information is gained?

The Myers-Briggs test measures Extroversion/Introversion; Sensing/Intuition; Thinking/Feeling; and Judging/Perceiving. Other traits-oriented tests (DISC, PI, Birkman, etc.) follow a similar pattern, but with different descriptive language and/or additional focal points.

The Teamability experience identifies and organizes the elements of team interaction: Role, Coherence, and Teaming Characteristics. This information is directly aligned with the needs of a team (as if the team were a living entity), and situational context.

How is the information used?

Psychometric data obtained through survey methods are compared to databases obtained from specific populations (people in management; people in sales; etc.) or other specialized data. Through these comparisons, the likelihood of certain types of outcomes (job success; cultural fit, etc.) is inferred, with a reasonable degree of accuracy. Participants receive a report containing charts, tables, and explanations that summarize the data.

Teamability *Self-coaching Reports* describe how the person intrinsically seeks to make meaningful contributions to specific team needs, and contains links to information about the different ways that other people seek to team in a positive way. This promotes mutual understanding and respect within the team.

Meanwhile, *Team Analysis Reports* provide management decision support in the areas of best-fit to job responsibilities, best-fit to serve the specific mission of a team, and overall orientation to positive, constructive teamwork. *Teamability Playbooks*™ draw from both the individual and the Team Analysis reports, enabling leaders to work with each team member in the most effective and constructive way, to generate and sustain positive team chemistry.

So, if you boil it all down to a single sentence: **Teamability measures things that traditional methods do not, and what you measure is what you get.**