

A Brief Overview of Teamability®

In 1984, two behavioral scientists – Dr. Janice Presser and Dr. Jack Gerber – set out to find an answer to the question “What *really* happens when people team together?” Twenty-five years of research and testing, including nine years of software development, produced a technology engineered to identify and organize the ways in which people interact in teams.

This completely new ‘technology of teaming’ arose from physics and systems theory, not from personality, IQ, or strengths testing, or from any other existing tools or methods. The focus on physical properties and processes enabled Drs. Presser and Gerber to codify some very useful – and practical – elements of teaming and team management. They include:

Role: a person’s affinity for one or more specific modes of service to the needs of a team

Coherence: expressed as positive, flexible, constructive teaming behaviors under varying conditions of stress and ambiguity

Teaming Characteristics: individual styles of responding and relating to others, subject to situational context

Role-respect: the unique manner in which people of different Roles experience appreciation and respect, used in management to build trust and team stability

Role-pairing: known, replicable synergies between specific Roles, which improve resilience and team chemistry

Role-fit: an appropriate match between a person’s Role and their assigned set of job responsibilities, raising individual performance and engagement

Team-fit: structuring a team to include the Roles that are best-fit to the team’s mission, to optimize overall team performance

Formal research and field validation studies were conducted over a period of ten years, through three separate iterations of design and development. Each iteration produced reports that described the actual workplace behavior of participants in greater detail, and with extraordinarily high levels of predictive accuracy. As time passed, teaming technology and this new Role-based approach to team management gradually merged into the single, simple concept of Teamability.

A most important aspect of Teamability is that it was designed to produce measurable business value. One compelling example is documented by a SuperNova® prize for emerging technology, awarded by Constellation Research in 2011 to Preferred Sands – a \$1 billion firm based near Philadelphia, PA. Team performance issues were quickly resolved through Team Analysis, and adding Teamability to existing selection procedures virtually eliminated the company’s 30% rate of new-hire turnover. Business benefits have been further verified by the experiences and testimonials of managers, executives, business owners and teams, in various market segments and functional areas of business, from startups to giant corporations and institutions.

Teamability®:

- the ability to quickly connect with others and form collaborative team relationships
- the ability to communicate in a coherent manner with the intent to advance the team’s mission
- the most prominent characteristic of overall team performance
- a set of predictive metrics encompassing person-to-person (P2P) teaming, and person-to-team (P2T) synergies
- a portfolio of new methods for selecting, developing, managing, and motivating individuals and teams

The Gabriel Institute was founded in 2001 to support ongoing evolution of the technology. Limited online use began in 2009, and general availability launched late in 2012. By the end of 2014, Teamability had matured into a comprehensive suite of teaming analytics and integrated management methods, used by 300+ corporate, institutional, and non-profit organizations worldwide.