



*The ability to leverage the preferences of the entire team leads to better results*

*FourSight Case Study: HR Client Team*

The leader of this team had a strong ‘bias for action’ and her entire team was known for their responsiveness.

Over time, however, the team wanted to become more proactive and devote more of their focus to preventing issues versus responding to repeat issues.

They began their team offsite with the *FourSight™* team profile which illuminated the challenge: almost every member of the team had a preference for Idea Generating and Implementation. In the team of sixteen they had only one member with a strong Problem Clarifier preference and two with strong Developer preferences.

Through the ensuing strategic planning session they learned to 1) tap those with the diverse POV and 2) take time to overtly discuss Challenge Clarification and Solution Development and refinement.

