

**TD 03**

**Avoiding  
conflict \ pursuing  
individual targets**



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TD 14

Executes defined  
plans\instructions



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## TD 20

Has little to no  
communication with  
people other than  
close few team mates



## TD 22

Individual  
knowledge \ standards  
determine what tasks  
people work on



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**TD 25**

**Looks for individual task  
assignment**



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TD 31

Relying on the  
managers to guide  
them



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TD 35

Tell me the process\rules



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# TD 13

Discovering  
differences \ conflict \  
shared values



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## TD 18

Gains more trust by  
increasing  
transparency\progress  
& output



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TD 19

Has little influence on  
decisions



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## TD 24

Knowledge \ practices \  
quality standards are  
shared \ discussed



**TD 27**

**Needs close guidance  
from managers**



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**TD 36**

**Working on explicit  
measurements of  
activities/progress**



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## TD 02

Actively asking for  
feedback to have more  
impact on stakeholders



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## TD 05

Collaborates with the  
closer teams in their  
organizational unit



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## TD 08

Common standards are  
discovered\captured\  
new insights created



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**TD 09**

**Communicates openly**



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TD 23

Influences decisions in  
their organizational unit



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## TD 26

Measures outcomes and  
focussed on reaching  
goals & improving  
quality



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## TD 28

Operates as a group  
(individualism is weak)



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**TD 04**

**Knowledgeable of  
the business domain**



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**TD 06**

**Collaborates with the  
remaining  
organization**



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## TD 10

Creates transparency on  
the progress and  
performance



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**TD 12**

**Knowledgeable of the  
technology used**



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**TD 16**

**Focuses on continuous  
improvement**



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## TD 29

Operates as a single  
team (grouping is weak)



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## TD 30

Pro-actively tries to  
share knowledge with  
the others



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**TD 32**

**Responsible and  
committed to  
frequently deliver  
valuable outcome**



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## TD 33

Standards/rules are  
continuously  
used\challenged\  
updated



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**TD 01**

**Accountable for  
creating high quality  
products/results**



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**TD 07**

**Collaborating with  
everyone to participate  
in sharing feedback &  
learning**



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## TD 11

Deep knowledge in their domain (both business and technic)



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**TD 15**

**Feels themselves  
responsible to grow the  
overall organization**



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**TD 17**

**Frequently  
experiments and learn  
new skills**



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**TD 21**

**High level of teamwork  
is easy to see**



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TD 34

Takes end to end  
ownership



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