

## TEAM ELEF ANALYSIS: Revealing Values and Human Potential

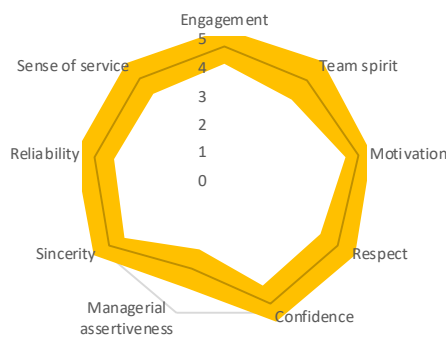
01/08/2023

Human Capital and Value Management System by TOD<sup>®</sup>

The current report is based on the analysis of 79 Spirit ofTOD questionnaires, on a total of 83.

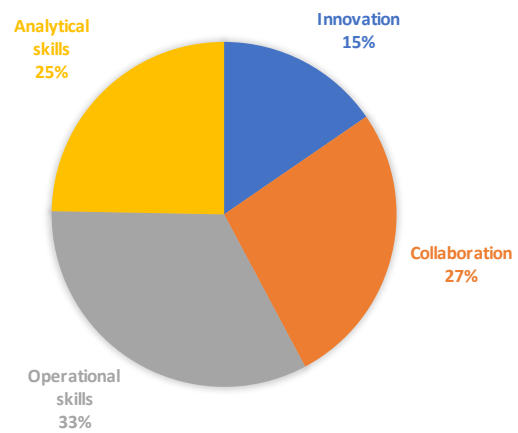
### SNAPSHOT OF THE TEAM

#### TEAM VALUES



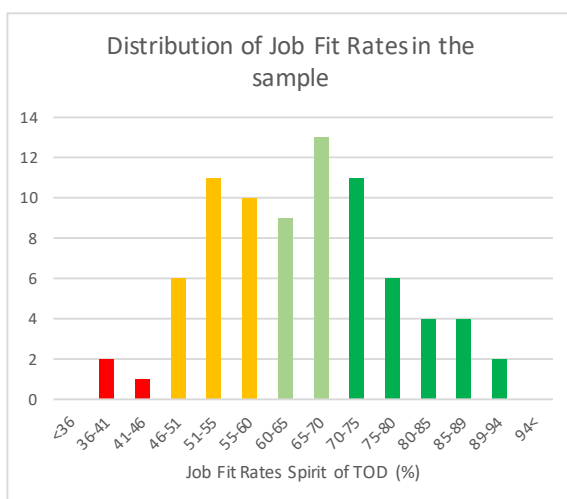
A significant dispersion in a metric indicates a disconnect in collective understanding. A lower metric may warrant special efforts to foster a sense of team cohesion.

#### ITS STRENGTHS AND CORE TALENTS



The team's distribution of strengths needs to be aligned with the core challenges of the team or the company.

### ALIGNING THE TEAM WITH ITS CORE CHALLENGES



The Spirit ofTOD job fit rate assesses how well individual employees' motivations and deep personal drivers align with the essential requirements and key challenges of their roles, as they perceive them.

#### HCVI (Human Capital Valuation Index)

59%

#### Average Job Fit Rate

65%

Number of "alerts" =

#	RPSI
19	24%

Number of "misfit" =

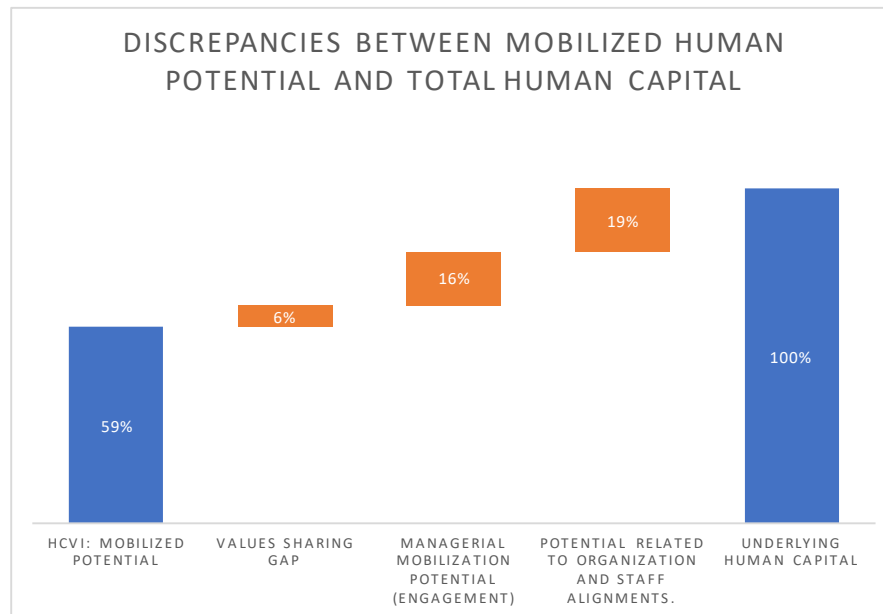
3	4%
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The **Average Job fit rate** assesses the company's ability to develop its employees through roles and assignments where they can fully unleash their potential.

The **'alerts'** refer to the employees in the sample displaying signs of dissatisfaction, regardless of the source of dissatisfaction.

The **'misfits'** refer to employees whose engagement dynamics cannot be leveraged in light of the challenges of their respective positions.

## PATHWAYS TO ENHANCING COLLECTIVE PERFORMANCE



*\* The underlying human capital represents 100% of the mobilizable human energy within the company.*

*\*The HCVI measures the rate of effective mobilization of this energy at the given moment.*

### **VALUE SHARING : The Dream Team !**

The score reflects the potential to be harnessed through greater team cohesion and/or stronger alignment with the team's project. A significant percentage is indicative of a team that no longer believes in the collective project, where team members no longer share the same values, particularly the desire to strive for victory together. To unlock this potential, it is essential to work on the team's purpose, integration, and engagement with the company's mission. The proposed project must be ambitious to cultivate a sense of pride and belonging to a valuable team. It is the belief that the team has a role and that the stakes of success are high that will foster the respect for every link in the chain (if even the weakest link is missing, the team cannot succeed), trust, collaboration, and victory.

### **MANAGERIAL ENGAGEMENT: Understanding the unique functioning of each collaborator for enhanced collaboration.**

Once the primary objective established and the mission shared and accepted, the manager must actively seek the commitment of each team member, ensuring that the goals set by the team align effectively with the strategic action plans cascaded throughout the company. A high score indicates individual disengagement among certain individuals who may not find their place within the organization or who are confronted with processes or managerial cultures that hinder the expression of their potential. In this collective human mobilization, the goal is to ensure that each collaborator becomes aware of their role and potential impact on collective success and performance. The stone breaker doesn't work in the same manner whether they are breaking stones or building a cathedral.

### **ORGANIZATION AND STAFF ALIGNMENT: Maximizing the Individual Potential Expression of Each Collaborator"**

A high score is an indication that certain employees are unable to fully express their potential within the given mission. To unlock this potential, it is necessary for the manager to gain a deeper understanding of each collaborator's intrinsic motivators, positioning them in roles or tasks that align with their profound aspirations and individual engagement dynamics. Just as some players are suited for offense and others for defense, certain collaborators are inclined to devise and conceptualize plans, while others excel at putting them into writing, and a final group shines at implementation... Through individualized attention and a comprehensive grasp of the strengths at play, the manager can harness the best from the existing team before considering the recruitment of new members.

