

Take The Dread Out of Mondays

Discover Your Personal Insight
With TeamOptix

Why This Matters:

- ◆ **Silent Disengagement is Costly:** Hindering innovation and negatively impacting employee retention.
- ◆ **Teams Lack Cohesion:** Understanding different personality preferences supports innovation as teams harness the power of multiple perspectives.

Our Radical Idea:

- ◆ **Emotional Intelligence is a Competitive Advantage:** Building individual and social awareness is no longer a "soft skill"—it's essential for creating resilient, high-trust, and high-performing teams.

How We Help:

- ◆ Unlock self-awareness by revealing individual behaviour and mindset preferences, helping individuals understand their own impact and natural strengths.
- ◆ Build empathetic teams by teaching how to recognise and value diverse working styles. Transforming group dynamics by turning friction into productive collaboration.
- ◆ Equip leaders with tools to foster psychological safety and manage team dynamics effectively. Empowering them to proactively coach their teams for higher performance.
- ◆ Turn insight into action with practical strategies for better collaboration and reduced conflict.

The TeamOptix Experience:

Silent disengagement and unproductive conflict are draining your team's potential. What if you could transform that friction into a strategic advantage?

Our approach moves beyond simple personality tests to deliver a powerful, experiential session where managers and teams unlock the code to their own behaviours and those of their colleagues. We provide an actionable framework to build self-awareness, foster genuine empathy, and create the resilient, high-trust culture that drives measurable gains in engagement and productivity.

Stop managing dysfunction and start building your strategic advantage.

Key Themes

Introduction

Self-Awareness & Personality Preferences:

Overview: True emotional intelligence begins with deep self-awareness. We'll explore a framework for understanding that seemingly frustrating workplace behaviours are often rooted in unconscious personality preferences. By decoding these instincts, we can move from judgment to empathy, transforming interpersonal friction into productive collaboration and building the foundation for effective team culture.

Outcomes: Identify and understand our own primary behaviour and mindset preferences. Recognise that no single preference is "right," and that all bring unique strengths to a team.

Exploration

Building Emotional Intelligence & Social Awareness:

Overview: We'll tackle the critical truth that self-awareness alone is not enough for effective teamwork. We will build a bridge from understanding ourselves to genuinely understanding others, transforming individual insight into collective emotional intelligence. Learning to anticipate potential friction, appreciating the strategic value of cognitive diversity, and creating a cohesive "WE" culture where different strengths are aligned to achieve common goals.

Outcomes: Understand colleagues' personality preferences and underlying motivations to build empathy, reduce friction, and navigate team dynamics with greater social awareness.

Extension

Fostering Collaboration & Managing Team Dynamics:

Overview: True collaboration isn't about agreement; it's about leveraging diverse perspectives to achieve superior outcomes. This is where we move from theory to immediate impact, transforming cognitive diversity from a source of friction into your team's most powerful engine for innovation and problem-solving.

Outcomes: Develop strategies to immediately harness every team member's strengths. Resolve personality-based conflict and adapt your communication to foster truly effective and collaborative teamwork.

Application

Leadership Coaching Skills:

Overview: We'll leverage experiential learning to move beyond theory and transform managers into confident coaches. This workshop provides the critical framework to decode team dynamics and resolve friction, turning human insight into tangible gains in engagement, productivity, and performance. Leaders gain actionable skills for immediate real-world application.

Outcomes: Empower managers with a common language and actionable framework to immediately apply self-awareness, improve team dynamics, and coach based on data-driven insight.

It takes just 10 minutes to complete the TeamOptix Personal Insight Assessment and begin transforming silent disengagement into your greatest strategic advantage.

Visit teamoptix.com or scan the QR code to find out more and connect with our experts.

