Human Potential Assessment of

Sample Team Assessment Report

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Assessment conducted by Being at Full Potential

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1. Executive Summary

❖ Well done! The Human Potential of your Team is well-utilized. Collectively you have found effective ways to align the unique talents of the different Team members with the projects that you are working on. We encourage you to keep this course and ask yourselves what it would take to move from "Good" to "Great"!

❖ As a Team you have a greater inclination towards supporting each other's growth than you have felt in the past years. You know that there is much more that can be achieved as a Team than is visible today to others. Collectively the Team is paying attention to the things that could be different and spends time either wondering about it or addressing it. The Team has started to question its priorities and uses reason to effectively understand how it can further grow in its potential. As a Team you express greater determination for things important to you. However, beware of judging situations too quickly or too harshly based on your beliefs.

❖ In the following report you will be provided with many more detailed findings that will help your Team in its development efforts. Some of them will resonate strongly and trigger a desire to act, while others may not feel as relevant at first glance. We invite you not to ignore these tensions as our experience shows that the most powerful insights are often hidden beneath the contradictions that you may perceive in the data. We strongly recommend that your Team works with a certified Human Potential Assessment Coach to fully understand the findings and discover ways in which they can be integrated into the day-to-day functioning of the Team.

2. Background Of This Assessment:

❖ Both modern management science and ancient spiritual sciences recognize a certain state consistent amongst Teams operating at high potential. These Teams not only create significant change in their organizations but they also create conditions for the individual Team members to lead meaningful and fulfilling lives. The Human Potential Assessment Model aims to measure and consistently enable this kind of Human Potential Realization.

❖ Although the numbers are an important part of the solution this is not where the main focus should be when you study this report. We invite you to use the scores simply as an entry point for meaningful self-examination and to ask exploratory questions.

❖ Also, you should be careful not to interpret the measures as "good" or "bad". A Team with a high Human Potential score is not better than a Team with a lower score. Rather, you should be looking at lower scores as opportunity areas that can bring out even more of the Team's inherent capabilities. The model will show you how to do this. It will reveal the key leverage points to focus on and key questions to explore in your personal development work.

3. Introduction to the HUMAN POTENTIAL model:

A framework to assess and unlock HUMAN POTENTIAL

Our approach to Human Potential realization aspires to elevate a Team's state of BEING. We deeply believe that when our collective BEING is ignited and we access our most passionate selves, work simply becomes a joyful and incredibly rewarding experience. We believe that Teams realize their Full Potential when their DOING and BEING are fully aligned.

"When a Team's BEING comes alive, its DOING thrives"

The HUMAN POTENTIAL Assessment Tool is the beginning of a 3-step process. It puts the necessary facts & data on the table to enable the right conversations and identify the key levers to further unlock your Human Potential.

During the next phase we recommend you work with a Certified Human Potential Coach to integrate these findings and make them your own. It's this discovery process that will trigger deep commitment and lasting engagement. At the end of this critical phase the next steps and personal development roadmap will become clear. Finally, together with a coach, you may work together to unleash and liberate your Team's untapped potential.

"When we focus our attention on HUMAN POTENTIAL, we inspire people to stretch beyond expectations and deliver extraordinary results."

In this model, maximizing the Human Potential of a Team is directly dependent on triggering the following four BEING States; BEING Inspired, BEING Abundant, BEING in Service and BEING Aware. (see Appendix 1 for the definition of each of these States).

We consider these the 4 BEING States to be the foundation of the Team's Spirit. However, it is not always immediately clear how they relate to the context of a Team. Therefore, we have created an additional 5 measures that build upon the 4 BEING States, and according to our research, consistently make the difference between a good performing Team and a Full Potential Team.   (See appendix 2 for more details on the Team specific measures)

Diagram 1 denotes a HUMAN POTENTIAL utilization scale and the various color codes help understand the current score of the Team. The same color coding will also be used to determine the strengths and opportunity areas for all the other measures as well.
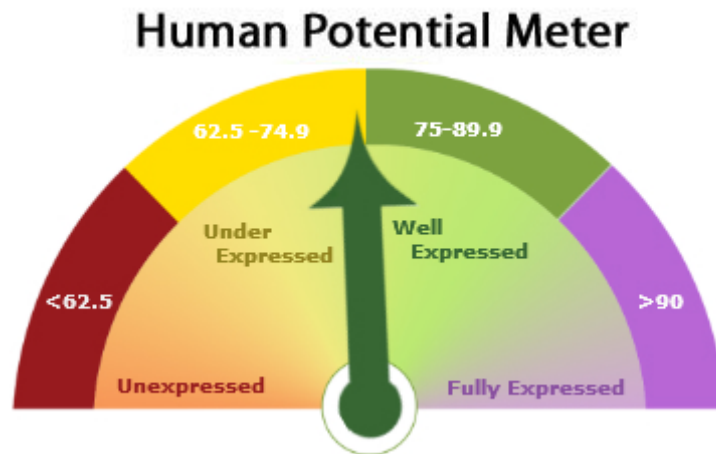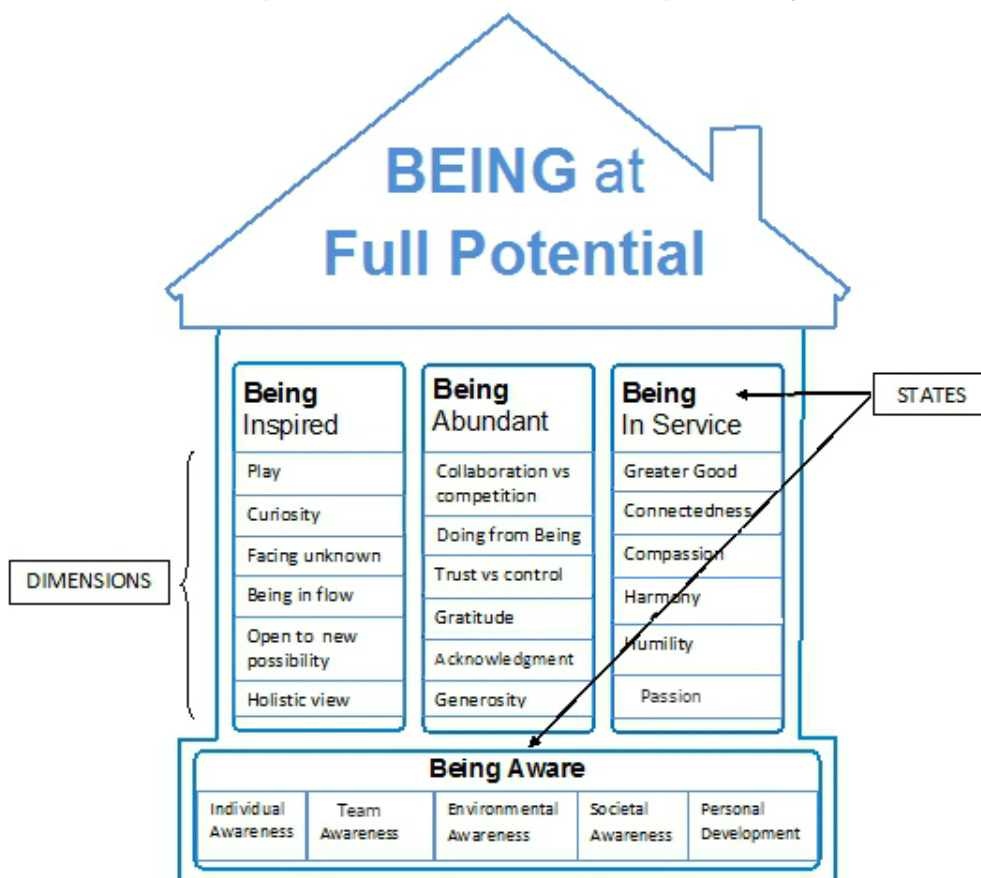

Diagram 2 is a visual representation of the HUMAN POTENTIAL model which underpins the 5 FULL POTENTIAL Team measures. We will be referring to the STATES, DIMENSIONS and relationships between them in the subsequent analysis.

Sample's Human potential score is: **77**

Key Finding:

Well done! The Human Potential of your Team is well-utilized. Collectively you have found effective ways to align the unique talents of the different Team members with the projects that you are working on. We encourage you to keep this course and ask yourselves what it would take to move from "Good" to "Great"!
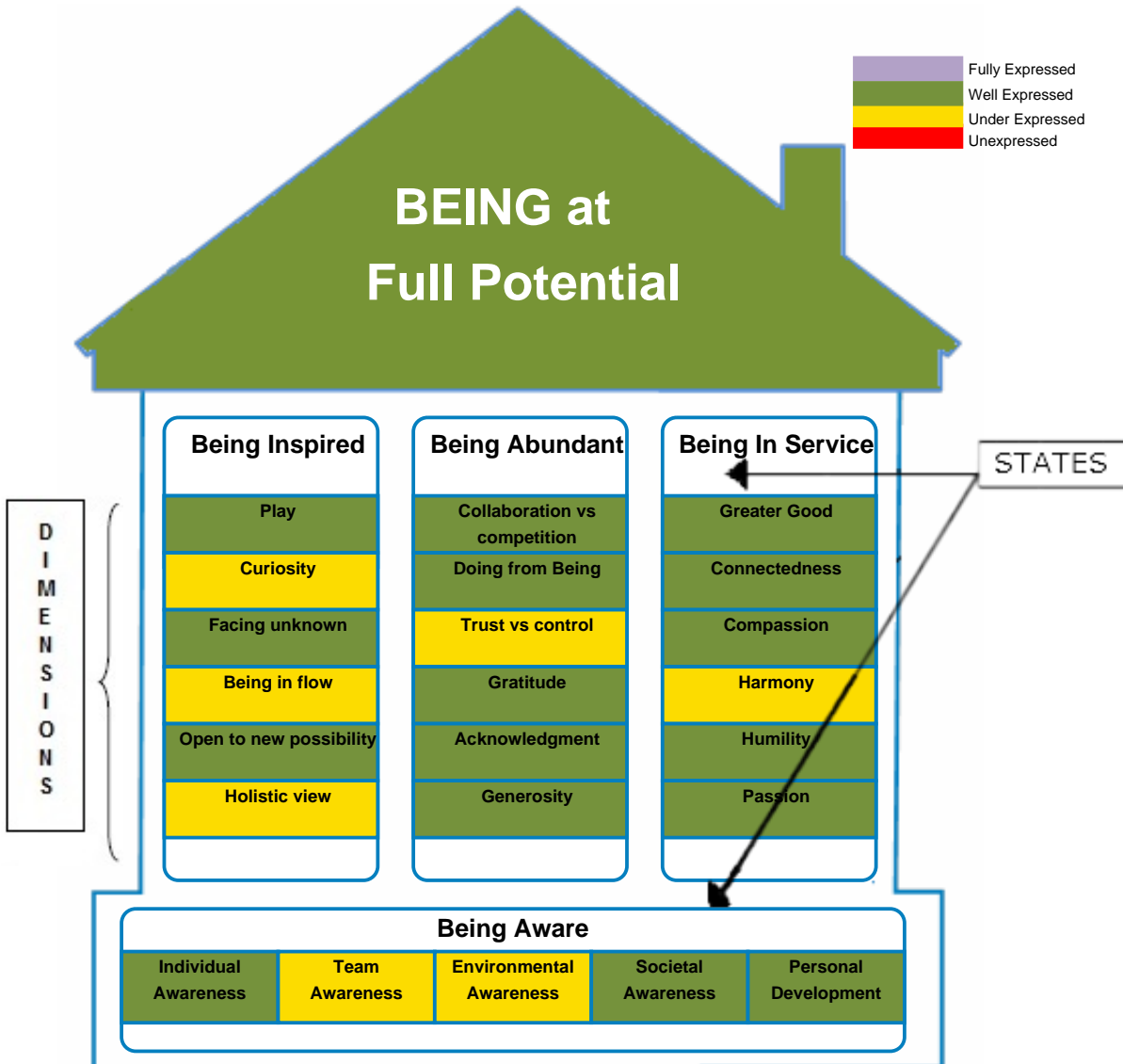
5. Detailed Findings:

In this section we will explore a number of additional characteristics that are common amongst Teams who are realizing their full Human Potential. These characteristics help you in pinpointing additional areas of strengths and opportunities for future development.

Finding 1: Most expressed & least expressed aspects of the Team's Human Potential

This section highlights the aspects of the Team that are most expressed and those that are least expressed. It is important not to interpret these as strengths or weaknesses but rather as inherent potential that the Team may or may not have been able to access yet. By looking at the top and bottom 3 dimensions from this perspective the Team can start prioritizing future areas of development.

Dimension	Score
Individual Awareness:	83
Facing the Unknown:	82
Societal Awareness:	80
Doing from Being:	79
Open to New Possibilities:	79
Compassion:	78
Collaboration vs. Competition:	78
Acknowledgment:	78
Generosity:	77
Connectedness:	77
Passion:	76
Personal Development:	76
Humility:	76
Play:	76
Greater Good:	76
Gratitude:	75
Curiosity:	75
Trust vs. Control:	74
Being in the Flow:	73
Team Awareness:	73
Holistic view:	71
Environmental Awareness:	69
Harmony:	65

Top 3 Dimensions expressed:

- Individual Awareness: [The extent to which an individual is aware of his or her unique gifts and has chosen to live by them] is 'Well-Expressed'
- Facing the Unknown: [Measures how willing an employee is to step into uncertainty in spite of the challenges they may be facing.] is 'Well-Expressed'
- Societal Awareness: [Measures the amount of concern an organization has towards society and environment (planet)] is 'Well-Expressed'

Bottom 3 Dimensions expressed:

- Harmony: [The ability to create sufficient space for reflection and self care.] is 'Under Expressed'
- Environmental Awareness: [Measures how aware your immediate environment is (indicates how supportive your environment is towards your personal growth)] is 'Under Expressed'
- Holistic view: [Being able to step back and see the big picture from the perspective of the different stakeholders] is 'Under Expressed'
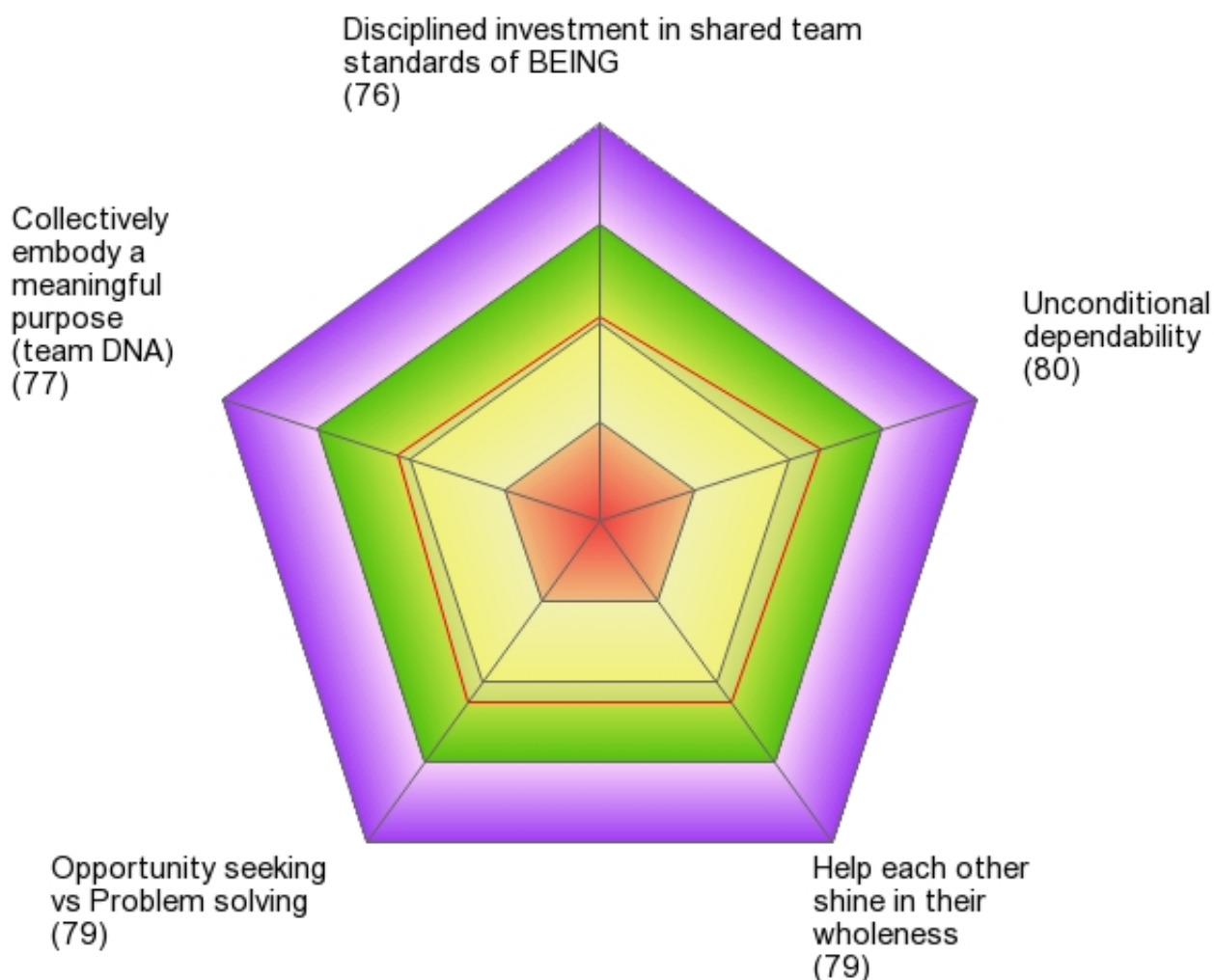
Color coding

Color	Label
(purple)	Fully Expressed
(green)	Well Expressed
(yellow)	Under Expressed
(red)	Unexpressed

BEING AT FULL POTENTIAL

Finding 2: Five mindsets of a Full Potential Team

In our research we have identified 5 mindsets that distinguish FULL POTENTIAL TEAMS from effective Teams. Each of these mindsets is measured with scores ranging from "Unexpressed" (Red) to "Fully Expressed" (Purple). See appendix 2 for full definitions.

FULL POTENTIAL TEAM MEASURES

Disciplined investment in shared team standards of BEING
(76)

Collectively embody a meaningful purpose (team DNA)
(77)

Unconditional dependability
(80)

Opportunity seeking vs Problem solving
(79)

Help each other shine in their wholeness
(79)

Finding 3: Alignment & Authenticity

The Alignment & Authenticity matrix maps how the Team perceives itself at a conscious level (referred to as Stated Awareness) AND how it is actually behaving on a day-to-day basis (referred to as Actualized Awareness). The combination of these two axis can help the Team determine in which of the four quadrants it finds itself today, and where it might want to grow towards in the future.

Stated Awareness HIGH

The Team has impressive credentials and presents itself well, however, at times its actions do not always reflect its true being.

You are a "Being Team". You have clarity on your values and rely on your inner strength when faced with uncertainty. You lead by example.

Actualized Awareness LOW

Actualized Awareness HIGH

The Team is often caught up in "win-lose" situations where the end justifies the means. There is an opportunity to operate more holistically and with a longer term view.

The Team lives purely and innocently, often following it Heart but lacks a longer term vision. Therefore you don't always make deliberate choices and are at risk of giving away your power.

Stated Awareness LOW

The authenticity of your Team shines through in environments that it is comfortable with. However, when challenged you might find yourself falling back on old patterns and behaving in ways that "protect" rather than empower.

Finding 4: Intensity

The Intensity score measures the Team's aliveness, or intensity with which it engages activities. Being "full on" is a sign that you are contributing in meaningful and deeply fulfilling ways. This vibrant energy is contagious and acts as a powerful magnet to attract the right people and opportunities into the Team.

Your Team is always full on, bringing the best of itself to every situation. The energy is contagious which makes it easy for the Team to engage and energize others. Your Team is focussed and purpose-driven, and a sense of meaning is inspiring your actions. Remain connected to this collective energy and manage it appropriately so that you can present yourself fully in all situations. However make sure you take enough downtime to recharge.

Finding 5: Inner Strength

The Inner Strength score gives you a sense of how rooted the Team is in its core values and how courageous it is in staying true to them.

In familiar situations, your Team is able to stand in its own strength. In such environments, it is able to rely on its inner core, stand strong in its principles and remain unwavering from its ideals. In situations outside the Team's comfort zone, you might hesitate and loose touch with your inner strength. In such occasions, the Team tends to show preference to others' opinions, sometimes at the expense of its own inner voice. As a Team there is a risk you might question yourself when challenged in more radical ways.

Finding 6: External Support

The External Support score measures the extent to which your immediate environment (other Teams or stakeholders) understands and supports the Team in stepping into its Full Potential. A supporting environment makes it easier for the Team to commit to a bigger purpose and unleash the creative potential of the individual members.. Without this, it becomes even more important to build and nurture a solid inner core that can help the Team stay on track and work through the challenges that arise.
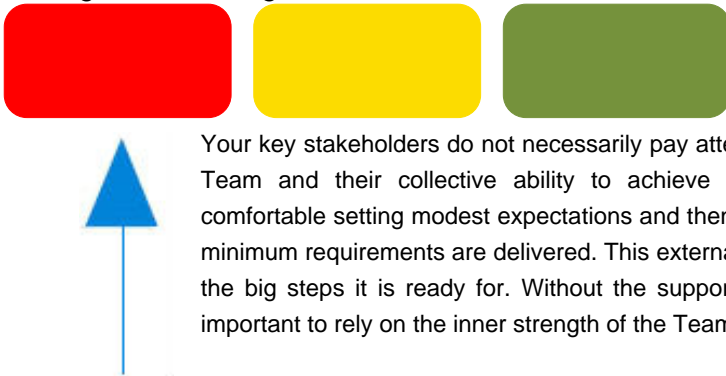
Your key stakeholders do not necessarily pay attention to the unique gifts of the people within the Team and their collective ability to achieve breakthrough results. . They might be more comfortable setting modest expectations and then exerting pressure on the Team to ensure those minimum requirements are delivered. This external pressure might dissuade the Team from taking the big steps it is ready for. Without the support from these key stakeholders, it is even more important to rely on the inner strength of the Team to help it stay on track.

Finding 7: Team Maturity Index

The "Team Maturity Index" measure gives the Team an indication of the underlying motivations present in the way it operates today and the impact this has on the collective belief systems and behaviour patterns. This measure helps the Team identify the personal learning it must embrace in order to reach the next breakthrough and to growing a truly sustainable way.
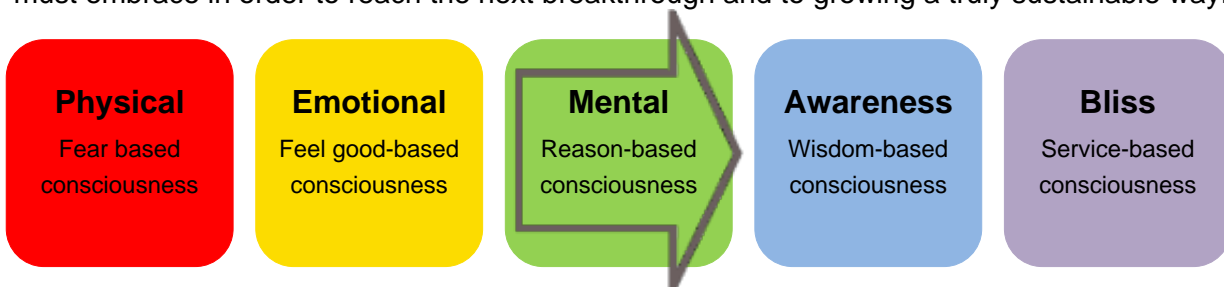
Physical	Emotional	Mental	Awareness	Bliss
Fear based consciousness	Feel good-based consciousness	Reason-based consciousness	Wisdom-based consciousness	Service-based consciousness

As a Team you have a greater inclination towards supporting each other's growth than you have felt in the past years. You know that there is much more that can be achieved as a Team than is visible today to others. Collectively the Team is paying attention to the things that could be different and spends time either wondering about it or addressing it. The Team has started to question its priorities and uses reason to effectively understand how it can further grow in its potential. As a Team you express greater determination for things important to you. However, beware of judging situations too quickly or too harshly based on your beliefs.

5.Appendix 1: State & Vector definitions:

HUMAN POTENTIAL SCORE: Measures extent to which an individual's potential is being utilized

BEING Aware: The level of self-awareness, and the depth of understanding with which we engage the world

1. Individual Awareness:The extent to which an individual is aware of his or her unique gifts and has chosen to live by them
2. Team Awareness:Measures how well-articulated and well-received the team's collective purpose is
3. Environmental Awareness:Measures how aware your immediate environment is (indicates how supportive your environment is towards your personal growth)
4. Societal Awareness:Measures the amount of concern an organization has towards society and environment (planet)
5. Personal Development:Measures ones openness to (and the organization's willingness to support) personal development as a means to more effective leadership & performance

BEING Inspired: Your ability to innovate and unlock new opportunities.

6. Play:The extent to which work is a joyful, creative experience
7. Curiosity:Measures the ability of the employee to look at the world with fresh eyes
8. Facing the Unknown:Measures how willing an employee is to step into uncertainty in spite of the challenges they may be facing.
9. Being in the Flow:The ability to remain centered even in challenging times
10. Open to New Possibilities:The ability to see opportunities even in difficult situations
11. Holistic view:Being able to step back and see the big picture from the perspective of the different stakeholders

BEING Abundant: Living in deep regard of yourself, of others and of the circumstances you encounter

12. Collaboration vs. Competition:The synergy that is created when individuals and teams step beyond their own self interest in service of a greater purpose.
13. Doing from Being:Measures the extent to which the employees are applying their true potential in their day to day job
14. Trust vs. Control:Measures how comfortable the organization is with uncertainty, and the level of trust employees have in themselves and their ability to stretch beyond their comfort zones into new opportunities
15. Gratitude:Seeing the goodness even in challenging situations
16. Acknowledgment:The ability to see the positives in people and situations and acknowledge it
17. Generosity:The openness to give to others without expecting anything in return.

BEING in Service: Living in service of the greater good.

18. Greater Good:Deeply caring and committing oneself to a greater good.
19. Connectedness:The ability to experience the world as a web of interconnected relationships.
20. Compassion:The ability to open our hearts and see the world from another person's perspective.
21. Harmony:The ability to create sufficient space for reflection and self care.
22. Humility:Accepting that our thoughts and the way we choose to respond to a situation is the only thing we can control.
23. Passion:Fire in the belly

BEING AT FULL
POTENTIAL

1. **<u>Disciplined investment in shared Team standards of BEING:</u>** Measures how well the Team creates sustained conditions for trust, respect, openness to new ideas/new thinking.
2. **<u>Collectively embody a meaningful purpose (Team DNA):</u>** Measures the Team's ability to rally behind a meaningful purpose and create concrete project opportunities to bring it to life.
3. **<u>Opportunity seeking vs Problem solving:</u>** Measures the Team's ability to practice the 3rd way. Ie: its ability to re-frame situations, problems and options (finding the win-win's).
4. **<u>Help each other shine in their wholeness:</u>** Measures the Team's ability to see people in their wholeness (functional expertise is a part of that but not all of it) and creates responsibilities based on that.
5. **<u>Unconditional dependability:</u>** Measures the Team's ability to rely on each other, to follow through on commitments, set the right expectations and communicate proactively.