

Team vs. Individual Orientation Test

Purpose: TIOT will assess a person's work orientation, along with some possible reasons why he or she leans towards this preference.

No. of questions: 86

Question type: Situational, self-report

Estimated completion time: 25 minutes

Shorter versions of assessment: N/A

Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- List of Major and Minor teamwork concerns
- Advice



Factors and Scales:

Overall Score plus 5 factors, divided into 15 scales:

- Self-Confidence: Assesses teamwork concerns related to a lack of self-confidence.
- Peer Confidence: Assesses concerns about having to trust and depend on teammates.
- Need to Compromise: Assesses concerns about having to compromise personal goals and work style, or sacrifice individual credit when working in a group.
- Unfairness: Assesses concerns about unfairness during group work.
- Communication Issues: Assesses concerns about having to interact with others.

15 scales

- Interpersonal Discomfort
- Feeling Inferior
- Fear of Accountability
- Unwillingness to depend on others
- Issues with consulting others
- Fear of Criticism
- Having to adjust for the group
- Loss of Control
- Concern about being held back
- Not getting due credit
- Unfair Workload
- Meeting the need to communicate
- Issues with listening to team members
- Fear of speaking up in front of group
- Worry about unclear roles

APPLICATION:

- Pre-employment
- Training tool
- Team building