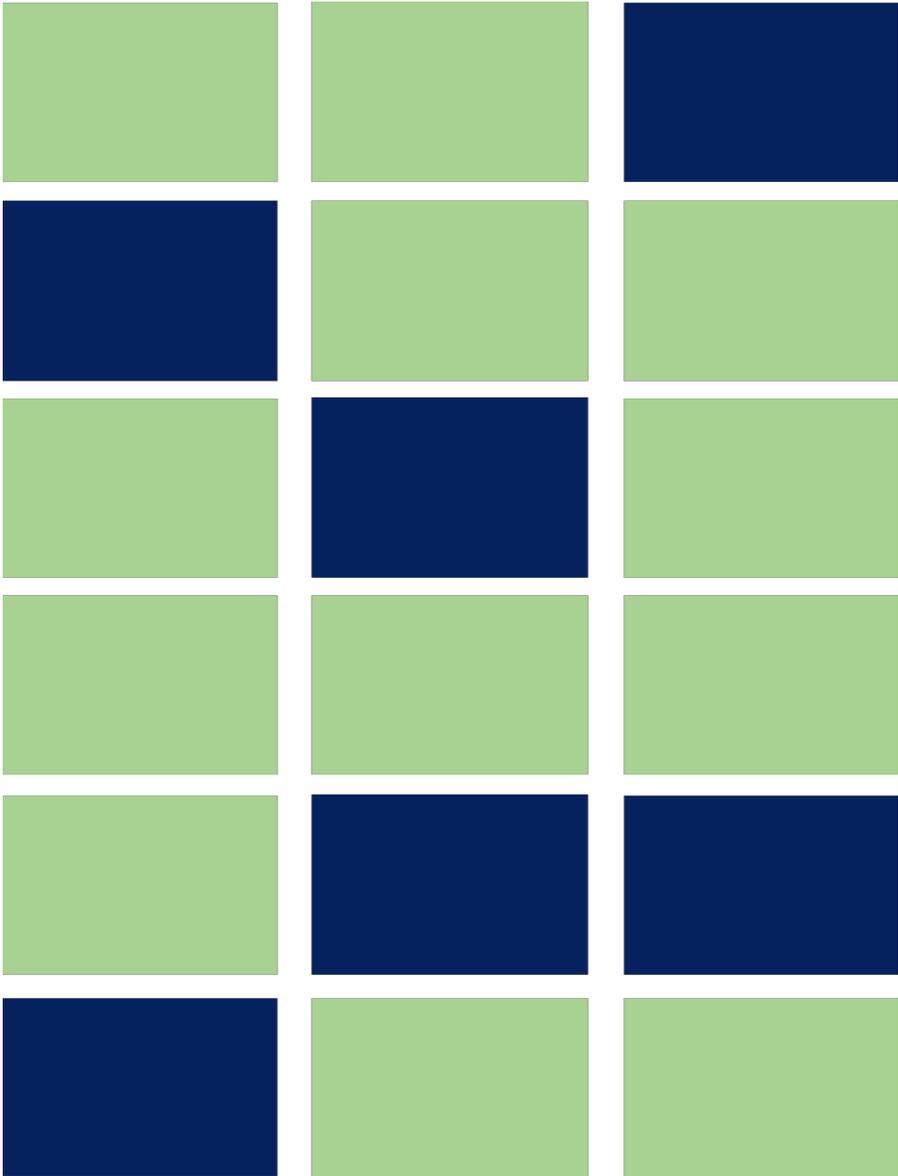


Jane Teamroles Report



Example candidate

16-07-2021



Jane Team roles

Talents form the basis of competencies and teamroles

Jane® provides insight into your strongest team roles based on your unique combination of talents. Jane® distinguishes 9 generic team roles. Each team role is based on a competence profile of 3 (behavioral) competencies. A competence is behavior that is considered necessary or desirable in a certain role or position. For example 'customer focus', 'being able to act proactively', 'being able to win others for something', etc. Jane® translates competencies into a number of talents that are necessary to be able to realize the behavior described in the competence in practice. Your unique combination of talents determines the team role you can excel in.

Jane® Teamroles

A team role contains a certain type of behavior that is necessary for a team to function properly. The team roles complement each other and form the basis of a well-functioning team. Sometimes certain roles in a team are over-represented and others are under-represented. This can take the balance out of the team and slow down its functioning.



My team roles Example candidate

The Advisor (1)

The Advisor indicates which approach, method or strategy can best be applied in a certain situation. His/her advice is to-the-point and takes into account the perception of the client. He/she comes up with ideas that will make the client stand out better in the future. He/she also ensures the relevant deployment of expertise, adapts it to the perception and thinking of those who have to implement the strategy. In doing so effort is made to make sure " advice" is as current as possible and tuned into the perception of listeners or readers. He/she tries to inspire them with new ideas.

The Implementor (2)

The Implementor is someone who ensures that an agreed strategy or method is actually implemented as intended. He/she puts new routines into operation and monitors them, convinces and motivates all involved and gives careful explanations, so that everyone knows what a specific strategy entails for their own function so that they actually work according to it. He/she considers discipline and motivation to be important and attaches great importance to preventing the wrong outcome or improper use of an approach or strategy.

The Change Agent (3)

The Change Agent guides the team towards the (necessary) changes. He/she sees the contours of what the change will lead to and converts intentions into achievable and (for everyone to follow) goals. He/she likes an integrated approach in which everyone simultaneously 'changes'. He/she is interested in new things and has the potential to invest a lot of time, attention and energy in it without an immediate visible return. He/she likes to work with concrete objectives and likes an integrated approach to achieve maximum team results. He/she collects information in a purposeful way and is receptive to what others discover in his/her field.

Other Jane® Teamroles

The Researcher

The Researcher wants to investigate things and is curious about changes in the environment, so that he/she can respond. He/she analyzes data, formulates findings and is focused on discovering certain patterns or laws in the collected data to assess whether it makes sense to invest further in this as a team or organization. He/she quickly penetrates to the core of changes and puts it into words in such a way that the other team members gain confidence in what is to come. In addition, he/she tries to discover a trend in changes to hitch on if that would work out for the team or the organization.

The Culture Guard

The Culture Guard is someone who makes sure that the atmosphere in the team remains positive and attractive. He/she has an eye for the wishes of colleagues and finds it important that the organization responds alertly to the needs signals of customers and each other and wants to make the uniqueness of everyone visible. He/she is someone that is there for other who need help, identifies bottlenecks and gives attention to an open appreciation of everyone's input.

The Relationship Manager

The Relationship Manager is someone who has an eye for the development of good mutual cooperation within the team. In collaborating with others, he/she is open and contacted and invites to provide objective feedback on each other's performance. He/she likes open collaboration, in which the team members exchange their experiences with each other on a daily basis. In hectic situations, he/she functions like a tower of strength.

The Instructor

The Instructor is someone who indicates how the team must operate as a unit in various situations to achieve the set goals. He/she is annoyed by obstacles that stand in the way of smooth execution, intervenes and instructs others when necessary. In his/her view, collaboration within the team as a whole must go smoothly. The quality standards and instructions must be clear, so that each team member knows what exactly is expected of him/her in the collaboration.

The Planner

The Planner ensures proper planning and implementation thereof. During the implementation, he/she feels responsible for the right course and likes efficiency and mutual coordination between the team members. He/she gives direction to the implementation, is available to everyone and ensures proper coordination of everyone's efforts.

The Booster

The Booster has a catalysing effect on the performance of the team. He/she likes speed and pace in the work and wants to maximize the opportunities that arise. He/she likes challenges and encourages others to go along. To get the most out of the planning, he/she stimulates the team to a fast pace and to make maximum use of their knowledge, experience and talents. He/she challenges the team to a higher level. Because of speed and pace, he/she sets the other team members in motion and points out the chances and opportunities that the team still leaves unused. He/she sees growth as a challenge that can bring the team as a whole to a higher level.