

Preparing for your GlobeSmart Team Profile Activity

1. Suggested email to send to your team to introduce the Profile activity

To ensure your team members understand the team activity that you are asking them to engage in with the Profile, it's useful to send a message similar to the one below before inputting their emails on the "Create a Team" page. This will also encourage them to watch for the email invitation that will come from 'support@aperian.com.'

SUBJECT: Working better together

<TEAM NAME>,

I'm going to be inviting each of you to take a short survey through the Aperian platform called the GlobeSmart Profile. It should only take about 5 minutes, and once you've completed it we will be comparing our results to see if there are ways we can improve the way we work together. NOTE: There are no 'right' or 'wrong' ways to respond to the survey items, so please answer as honestly as possible.

Look for an email invitation from support@aperian.com containing a link to the survey and check your spam filter if you don't see it.

Please complete the survey no later than <DATE>, and I'll arrange a meeting on <DATE> at <TIME> for us to debrief and discuss this as a group.

2. Preparing to debrief the Profile with your team

After your team members have completed the survey and before you meet with them to review and debrief the team profile as a group, take a few minutes to consider the following questions:

- Where do most members fall on the dimensions? Are they very similar, or are there a number of differences among their work styles?
- Can you think of examples of how the differences or similarities show up in the team's communication and interactions?
- If most members are close to each other on most dimensions, what might the team be missing when they interact with other teams? What other work styles might they need to consider?
- If some members appear to be significantly different from the rest on one or more of the dimensions, how might this be useful to the team? How can these differences be leveraged by the team?

3. Next Steps:

- Review the other [Resources](#) on the Teams page where you'll find additional questions to ask your team, an "Inclusive Actions" guide, helpful explanations of 'Work Styles' and 'Style Switching', and a Profile FAQ document.
- Spend some time viewing the [Example](#) video clips that offer tips on debriefing the Profile.

You can always [reach out to Aperian](#) if you'd like help debriefing the profile with your team.