

## Debriefing the Profile – Questions to ask your team

1. After your team members have completed the profile survey, meet with them to discuss your collective team profile. You can project the profile chart on your screen for everyone to see, or you can ask them to view the chart on their own computers or tablets or on printouts and ask them the following questions:
  - *“What do you notice about the profiles of our team?” “Where do we have similarities? Differences?”*
  - *“If there are differences, can you think of examples of how these differences play out in our team dynamics?”*
2. Then share this [Inclusive Actions](#) guide that explains the dimensions and offers tips for working with people who are on different places along the dimensions. Ask questions of individual team members, for example:
  - *“What do you see in your own Profile that would be important for this team to know about you?”*
  - *“Are there things that others could do based on your profile that might make it easier to work with you?”*
3. Finally, here are some additional questions to ask the team as a whole:
  - *“What actions can we take that would support team members who have different styles?” Can we leverage those differences to the team’s benefit?*
  - *“If most of us are close to each other on some of these dimensions, what might we be missing when we interact with people outside of our team? What other work styles might we need to consider?”*
  - *“Are there any other strategies for bridging style gaps that we could employ that would support us in leveraging our diversity?”*

## Suggestions:

- A. Remind the group that there is no “right” or “wrong” place to be on these dimensions and that having diverse styles can be useful in avoiding ‘group think’ and ensuring the team isn’t overlooking important issues that may be critical for other stakeholders.
- B. Share the explanations of [‘Work Styles’](#) and [‘Style Switching’](#), and explain how these concepts are key to productive interactions.
- C. Review the [‘GlobeSmart Profile FAQ’](#) for answers to many questions about the Profile.
- D. Sample the advice offered in the [“Example”](#) section of the Teams Page.