

Team Readiness Profile

Prepared for

Client Services

Manager: Sarah Chen

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11 respondents · Administered by Jenny Watson

K

KNOW

B

BUILD

S

SEEK

About This Report

This report gives you a management-level picture of how your team is collectively equipped to navigate change. It does not identify individuals or share personal scores. It shows you the patterns, distributions and preparation priorities for the group you are responsible for leading.

What this report shows

Aggregate readiness data for your team based on individual Change Readiness Profile assessments. You will see distributions — how many people show each pattern — rather than averages, because a team where everyone scores 3 is a completely different management challenge from a team split between 1s and 5s. The distribution is the shape of the room you are managing.

What you won't find here

No individual scores. No names attached to patterns. The individual report is confidential to each respondent. This report works with aggregate patterns only. If you want to understand a specific team member's readiness, the right approach is a coaching conversation where they choose what to share — not this report.

Know — how people are wired for change

Some aspects of how people respond to change are part of their neurological baseline. They do not shift through training or willpower. Some people are wired to move toward new things quickly. Others are wired to slow down and check for risk first. Neither is better or worse — but they need different things from you as a manager. This section shows you the distribution of wiring patterns across your team.

Build — what can genuinely be developed

Some traits that matter during change can be developed through coaching and practice. Flexibility under pressure, self-awareness, positive reframing, and the ability to take input from others are all amenable to targeted development within a realistic timeframe. This section shows you where preparation investment is most likely to have impact before the change arrives.

Seek — the conditions your team needs

Everyone has personal conditions that matter more to them than to someone else during change — things like autonomy, recognition or being involved in decisions. Readiness is a shared responsibility: your team members are expected to speak up about what they need, and your job is to make that possible. This section shows you what matters most to this group.

How this connects

Each team member has their own individual report with personal guidance — available in Executive edition for leaders and coaches, or Professional edition for the wider team. This report gives you the management picture. The organisation report gives the change leadership the strategic picture. Same assessment, same framework, three levels.

HOW TO USE THIS REPORT

Start with the Team Snapshot for the headline picture. Use the Know, Build, Seek breakdown to understand where the specific preparation needs are. Take the Manager Action Brief into your planning. Do not use this report to identify or single out individuals. Use coaching conversations for individual development.

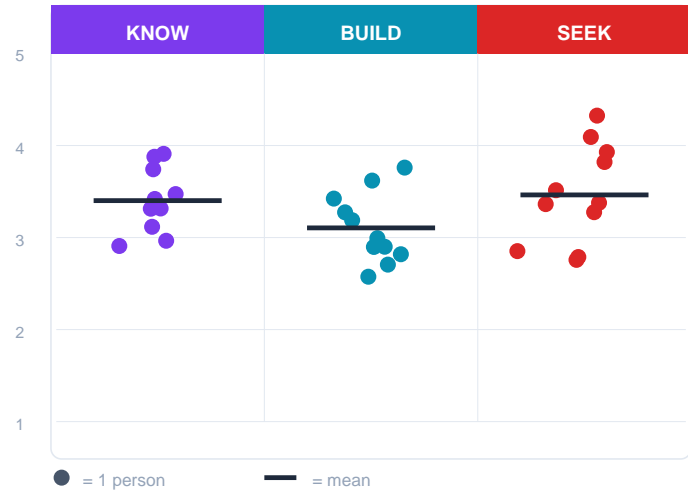
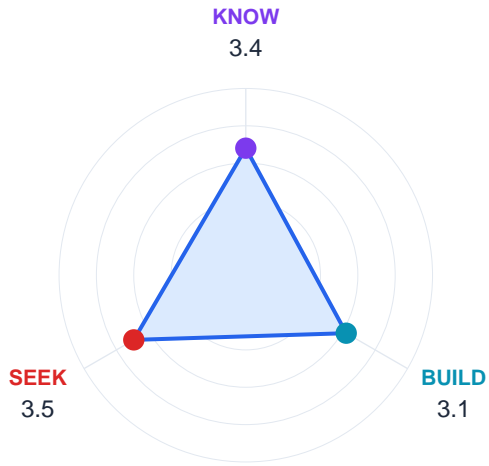
TECHNICAL INFORMATION & PRIVACY

For technical documentation, privacy policy, and report generation details, visit:

jwconsult.pl/downloads

SECTION 1

Team Snapshot



HEADLINE SIGNALS

- 5 of 11 have a strong alarm system — they notice risk before opportunity
- Taking input from others is the top preparation priority for this team (mean 2.8/5)

SECTION 2

Know · Build · Seek

KNOW — HOW YOUR TEAM IS WIRED FOR CHANGE



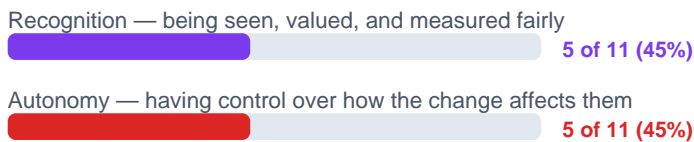
Your team is not strongly wired in either direction (5 of 11 neutral). Context and curiosity are more likely to determine engagement than wiring. Focus your preparation energy on Build and Seek. Note: 4 team members are caution-led — they need a different pace.

BUILD — YOUR TEAM'S PREPARATION AGENDA



The top preparation priority is taking input from others (team mean 2.8/5) with 2 people needing substantial development. Research suggests these traits are amenable to coaching and practice. A targeted intervention before the change goes live is where preparation investment is most likely to pay back.

SEEK — WHAT YOUR TEAM NEEDS FROM YOU



Neither signal is dominant across the team. Personal stakes are present but distributed — individual reports will carry more useful guidance than team-level actions here.

SECTION 3

Manager Action Brief

Three preparation actions for this team, derived directly from the assessment data. These are specific to your team's profile — not generic change management advice.

COMMUNICATION APPROACH

From Know

The largest group in your team (5 of 11) are wired to move toward change readily. Your communication challenge is not generating momentum — it is ensuring the detail lands alongside the energy. Channel the drive toward preparation, not just enthusiasm.

01

DEVELOPMENT COMMISSIONING

From Build

The top preparation priority is taking input from others (team mean 2.8/5). 10 of 11 team members are below the strong foundations threshold, with 2 needing substantial development. Commission a targeted intervention — coaching, workshop or facilitated practice — focused specifically on taking input from others before the change goes live. These traits are amenable to development — this is where preparation investment is most likely to pay back.

02

ENVIRONMENTAL PREPARATION

From Seek

Personal stakes are present but not concentrated across the team. Focus your energy on the communication and development actions above. For individual conditions, rely on coaching conversations where each person shares what matters most to them.

03

NOTE

These actions are based on your team's personality data. They do not account for skills gaps, workload, organisational politics, trust in leadership, or the specific nature of the change. Use them alongside your own judgement and knowledge of your team.