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Assessment Report for Amazone Exec Team

Personalized for Jeff B.

February 9, 2024

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OLAS

“ The Fast Movers ”

Ordered
Communicating

Logical
Processing

Authoritative
Deciding

Spontaneous
Executing

Your TeamDynamics

Jeff B. | Amazone Exec Team

ILAD	ILAS	ILCD	ILCS
IRAD	IRAS	IRCD	IRCS
OLAD	**OLAS**	OLCD	OLCS
ORAD	ORAS	ORCD	ORCS

O Ordered Communicators

L Logical Processors

A Authoritative Deciders

S Spontaneous Executors

“ The Fast Movers ”

OLAS teams are defined by their structured communication, logical thinking, authoritative leadership, and ability to adapt plans quickly. They excel in fast-paced environments where they can quickly make sense of new information and act on it decisively. These teams are at their best in situations that require sharp, immediate responses.

However, OLAS teams can stumble when faced with projects that need a lot of new, creative thinking and detailed coordination over time. Their quick decision-making can lead to premature actions, especially in situations without strong data.

Characteristics of OLAS Teams

- Maintain a structured way of sharing information, ensuring that everyone understands their roles and responsibilities clearly, streamlining decision-making.
- Decision-making is top-down, with leaders quickly setting the direction and expectations, enabling fast responses to changing conditions.
- Despite their structured approach, OLAS teams are known for their flexibility in execution, ready to adjust plans spontaneously as new information becomes available.

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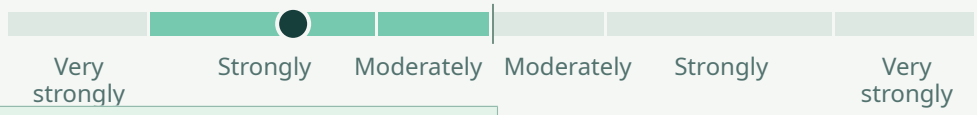
Your TeamDynamics

Jeff B. | Amazone Exec Team

Based on 9 completed responses from team members

Communicating: How the team shares information

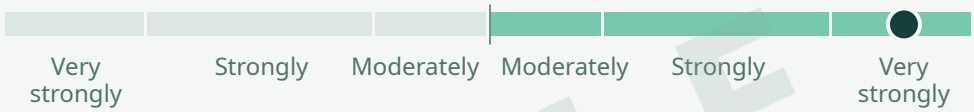


Ordered
Information is surfaced and shared through defined processes and forums

Informal
Information is surfaced and shared organically

Strongly Ordered

Processing: How the team interprets shared information

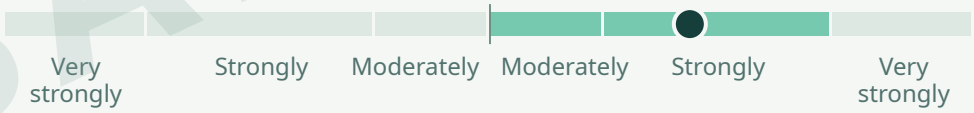


Relational
The source of the information matters more than the information itself

Logical
Information is evaluated on its own merits without regard to source

Very strongly Logical

Deciding: How the team arrives at a course of action

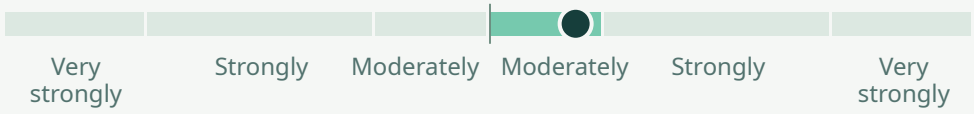


Concordant
Decision is driven by consensus among team members

Authoritative
Decision is driven by direction from team leaders

Strongly Authoritative

Executing: How the team works towards its objectives



Deliberate
Plans are thorough, carefully followed and regularly updated

Spontaneous
Lightweight plans favor agility and adaptability

Moderately Spontaneous

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Where OLAS Teams Excel

- Their ordered communication style ensures that information is shared clearly and efficiently, reducing misunderstandings.
- These teams can quickly process new information and respond immediately. Their ability to pivot without hesitation is a key advantage in high-stress or fast-changing situations.
- OLAS teams avoid the delays that often accompany consensus-building, enabling them to implement new strategies swiftly.

Potential Blind Spots

- The speed at which OLAS teams operate can sometimes result in insufficient analysis or consideration of long-term impacts, leading to decisions that solve immediate issues but create future problems. Their bias to action can also mean that creativity–which isn’t always efficient!–is sometimes overlooked.
- Frequent and spontaneous adjustments of plans can undermine consistency and reliability, especially on projects that require long-term development or stability. Rapid changes in direction can also cause whiplash and burnout.
- Because decisions are typically made in a top-down fashion, OLAS teams can alienate team members who feel their opinions are undervalued.

Areas of Growth

- Encourage creativity and innovation. The team is too focused on day-to-day execution to take the time for unstructured brainstorming and creative thinking, unless there is an external forcing function.
- Institute checkpoints or review processes before finalizing decisions to ensure that all aspects of a problem have been considered. This can prevent hasty decisions and promote more sustainable solutions, especially in complex or unfamiliar situations.
- Make sure there is enough investment in feedback, coaching, and career growth for team members, in addition to the focus on day-to-day execution.

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Your individual CoDynamics

Jeff B. | Amazone Exec Team

How your personal preferences line up with your team's behaviors

OLAS

Your Team

Communicating: How the team shares information

Strongly Ordered

Your individual preference

Potential tension
with your team

- Your natural preferences tend towards more organic and flexible means of gathering and sharing information than how the team typically behaves
- Ask the team to make it easier for you to engage with the rest of the group by clarifying expectations around structured communications (”What information do we share, when, and how do we do so?”) and by developing guidelines and templates for the team’s most common mechanisms for sharing information
- Look out for situations in which your team is tasked with solving creative problems that require new models, frameworks or concepts; in these moments, your natural tendency towards a more free-flowing, organic approach to information exchange will help you adapt more quickly to the situation at hand

Processing: How the team interprets shared information

Very strongly Logical

Your individual preference

Natural fit
with your team

- You instinctively rely on rigorous reasoning in advancing your perspectives in a way that is natural to your team
- Help clarify the team’s expectations and norms around analysis with the more relationship-driven individuals on the team by sharing with them a variety of past examples of the team’s approach to interpreting information
- If there are specific experts on the team who have context, knowledge or abilities that uniquely fit the information at hand, it may be both faster and more effective to rely on their judgment, rather than applying the team’s typical approach of building a broadly understood analytical framework to guide the interpretation

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Deciding: How the team arrives at a course of action

Strongly Authoritative

Your individual preference

Natural fit
with your team

- You are typically decisive in decision-making and feel comfortable with clear direction on a course of action, in line with your team's approach to decision-making
- If a naturally consensus-driven team member is asked to lead a decision, help them weigh the relative importance of the input they are soliciting and help them calibrate to the team's expectations around when sufficient input has been gathered and incorporated
- When confronted with a decision that will lead to a particularly difficult, time-consuming, or counter-intuitive course of action, encourage the team's leadership to invest more time in socializing and debating the decision to create more buy-in and broader commitment to the path ahead

Executing: How the team works towards its objectives

Moderately Spontaneous

Your individual preference

Natural fit
with your team

- Your plans are lightweight and reactive to new information throughout project implementation, which is similar to how your team implements projects
- Help the more deliberate members of the team identify and prioritize the areas where they most need clarity from a planning and ongoing execution perspective, and work with the rest of the team to provide that clarity
- When tackling an effort where the consequences of an unexpected outcome (or delay) would be significant, push your team (and yourself) to set aside the natural instinct for lightweight, reactive plans in favor of a more detailed blueprint for execution

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