TRIADA

PSYCHOMETRICS

PERSONALITY BEHAVIOUR EMOTION 360

Team report

Leadership team

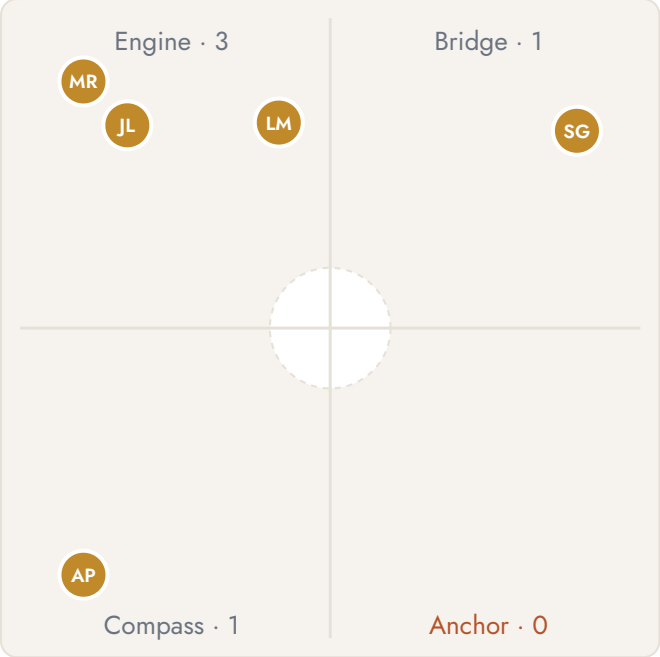
People	Organisation	Date
5	Example company	24 October 2026

Confidential document for the team and its TRIADA-certified coach. Example with simulated data.

SUMMARY

The team at a glance

> A fast-paced team, driven mainly by results and quality. It lacks a Anchor profile. Under pressure, the collective risk is Rushing and Imposing.



- **LM** — **Laura M.** · Operations
  Engine-Bridge · pace fast
- **MR** — **Marco R.** · Sales
  Engine · pace fast
- **AP** — **Ana P.** · Finance
  Compass · pace steady
- **JL** — **Javier L.** · Product
  Engine · pace fast
- **SG** — **Sofía G.** · Marketing
  Bridge · pace fast

TEAM PACE



Engine
Laura M., Marco R., Javier L.
Driven by results

Bridge
Sofía G.
Driven by connection

Anchor
Nobody on the team
Driven by caring for people

Compass
Ana P.
Driven by quality

How the team is made up

COMPOSITION: WHAT IS MISSING AND WHAT IS OVERREPRESENTED

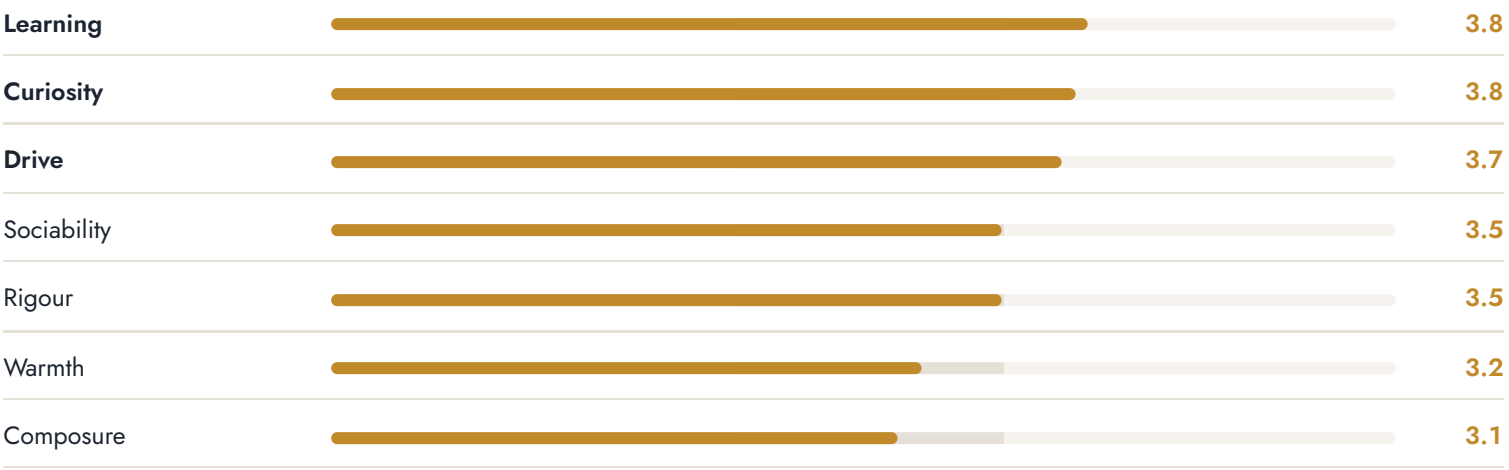
MISSING: ANCHOR

Nobody looks after the human pace: higher risk of burnout, unresolved conflicts and turnover.

MANY ENGINE

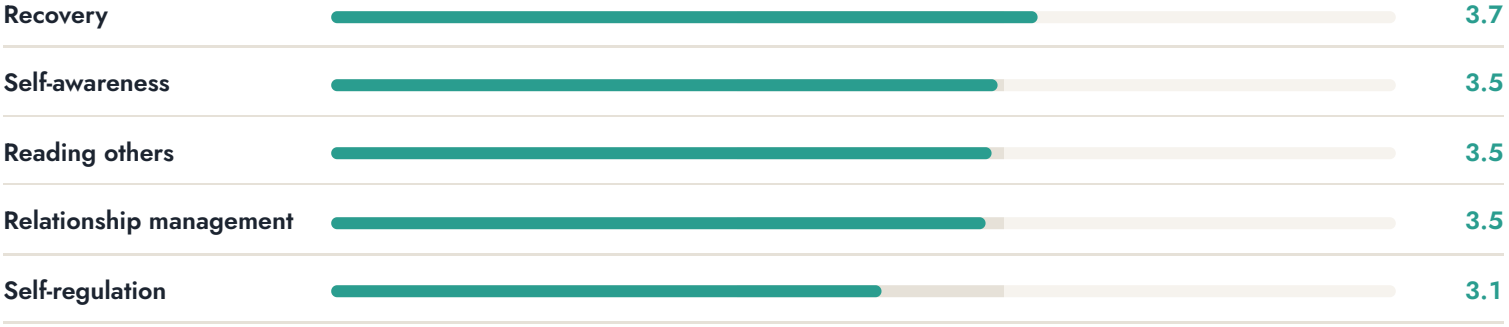
A lot of drive: moves fast, but may compete internally and override opinions.

TEAM STRENGTHS WHEN CALM



The team's strengths: Learning, Curiosity and Drive. The least present trait is Composure.

TEAM EMOTIONAL INTELLIGENCE



The team's emotional strength: Recovery. Development lever: Self-regulation. Nobody combines good self-regulation with no high-risk patterns: in a crisis there is no natural stabiliser.

Team risks and dynamics

Each person's mean (1–5). Outlined: high pattern (above 3.5).

	Imposing	Avoiding	Controlling	Dramatising	Withdrawing	Pleasing	Rigidity	Rushing
Laura M.	**4.2**	1.7	3.0	3.0	2.5	1.5	3.3	**4.0**
Marco R.	**3.9**	1.8	3.3	2.4	**3.6**	1.7	3.2	**3.7**
Ana P.	2.2	3.3	**4.1**	2.0	3.0	2.6	**3.8**	1.8
Javier L.	**3.6**	2.0	2.9	3.4	2.2	2.0	2.4	**4.0**
Sofía G.	1.9	3.4	2.0	**3.7**	1.9	**4.0**	2.1	3.1
Team	**3.2**	**2.4**	**3.1**	**2.9**	**2.6**	**2.4**	**3.0**	**3.3**

> The team's breaking point: Rushing and Imposing. Rushing: high in 3 of 5 (Laura M., Marco R., Javier L.). Imposing: high in 3 of 5 (Laura M., Marco R., Javier L.).

DYNAMICS WHEN PRESSURE RISES

Combinations of high patterns between two people that tend to create friction.

Power clash

Imposing + Imposing

Two people who impose under pressure compete for control of the decision.

Laura M. · Marco R. | Laura M. · Javier L. | Marco R. · Javier L.

Speed versus plan

Rushing + Rigidity

One wants to act now and the other defends the plan: deadlock in a crisis.

Laura M. · Ana P. | Marco R. · Ana P. | Ana P. · Javier L.

Speed versus control

Rushing + Controlling

One decides fast and the other wants to check everything: constant friction.

Laura M. · Ana P. | Marco R. · Ana P. | Ana P. · Javier L.

Silence

Imposing + Pleasing

One imposes and the other gives in: disagreements go unspoken and surface late.

Laura M. · Sofía G. | Marco R. · Sofía G. | Javier L. · Sofía G.

Micromanagement and distance

Controlling + Withdrawing

One controls every step and the other pulls away: communication breaks down.

Marco R. · Ana P.

Escalation

Dramatising + Withdrawing

One raises the intensity and the other shuts down, which raises the intensity further.

Marco R. · Sofía G.

NEXT STEPS

Team plan

RECOMMENDATIONS FOR THE TEAM

1. Appoint someone to watch the workload and close open conflicts at every retrospective.
2. In urgent decisions, hold a 2-minute round of objections before closing; one pre-agreed person has the final say.
3. Agree in advance which decisions are fast (reversible) and which need review.
4. Agree on a pause when the tone rises in a meeting; return to the topic within 24 hours.
5. Work as a team on the lowest emotional competency: Self-regulation.

MY COMMITMENTS FOR THE NEXT 90 DAYS

1.

2.

3.

ABOUT THIS REPORT

Simulated data. On the platform, the named map is only shown with each person's consent; otherwise the team sees aggregated data only. Minimum 4 people. The final interpretation is made by a TRIADA-certified professional.