
BUILDING TEAMS THAT THRIVE

The Challenge

Every team has a unique combination of individuals, each with their own strengths and limitations, who can either complement each other or clash. Either way, without understanding how pressure can influence personal and team performance, and developing skills to adapt under pressure, teams can function suboptimally.

The Opportunity

Teams can thrive when individuals better understand themselves, and others, and how the team can be greater than the sum of its parts. Teams can go from good to great when they understand blindspots in their thinking, how they can think and act differently under pressure to be able to make better decisions, maintain and grow in connection and cohesion to deliver on outcomes.

The Strategy

The Spotlight Profile is a contemporary personality profiling tool that provides insight into a number of personal performance factors. It provides frameworks to understand oneself, others, and the team collectively and offers insights into individual and collective strengths, responses under pressure to assist teams to be agile and adaptable to gain or maintain high performance.

Spotlight was born out of elite sport. Unlike other personality profiles, Spotlight challenges personality typing with adaptability. Instead of focusing on rigid characteristics, Spotlight helps people shift their thinking and actions when the context or situation requires change, to enable high performance in any context. Also, Spotlight has been rigorously validated, unlike some other personality assessments available and used today.

How it Works

Spotlight Profiles are completed online and debriefed in the context of one-to-one coaching sessions (either one-off or in a series) or in team sessions (either one-off or in a series), with Dr Guy Little - Performance Psychologist. Over the last 15 years Guy has worked in Olympic, Paralympic, and Professional Sport helping teams and individuals perform under pressure. He's taken these skills into a range of performance domains such as business, medicine, and the military to help individuals and teams perform well when the pressure is on. He also is the Director and Principal Psychologist of Resonate Psychology, a performance and mental health psychology practice in Canberra.

Costs

Please contact Guy at guy@resonatepsychology.com for more details on pricing.

For more information about the Spotlight Profile, please scan here:

