

"Team Pro ®" measures the possible roles within a team. Use it to create high-performing and dynamic teams or to understand and resolve dysfunctions within teams.



THE STRONG POINTS OF THIS TEST

- | Harmonious teams that succeed in your strategic projects
- | Conflicts transformed into cooperation to boost collective performance
- | Recruitments that strengthen the cohesion of high-performing teams
- | Secure HR investments thanks to balanced teams
- | Productivity increased by 30% thanks to natural synergies
- | Dream teams made up of profiles expressing their full potential



BENEFITS

TeamPro ® is the ideal solution for **HR managers**, **recruiters** and **managers** who want to **optimize team building**, **reduce interpersonal tensions** and **accelerate collective results**. Based on the scientifically **enriched and validated Belbin model**, this test reveals the **natural complementarities** of talents and transforms your HR decisions into real **levers of sustainable performance**.

Thanks to a detailed mapping of **team roles** (creator, analyst, operator, coordinator, etc.), you identify **the key profiles** that guarantee the **strategic balance** of your teams. Whether in the **recruitment phase**, **internal mobility** or **collective coaching**, TeamPro ® helps you **secure your choices** and **prevent costly casting errors**, by aligning talents with the operational and cultural challenges of your organization.

Choosing **TeamPro ®** means integrating a powerful HR tool that meets the new challenges of **collective intelligence**, **talent management** and **collaborative performance**. It also means adopting an ROI-oriented HR approach, which **reduces turnover**, **streamlines communication** and **boosts innovation** thanks to **complementary and committed teams**.



PSYCHOMETRY

Test construction:

Pack : HR

Questionnaire type: Ipsative

Number of questions: 120

Completion time: 20 minutes

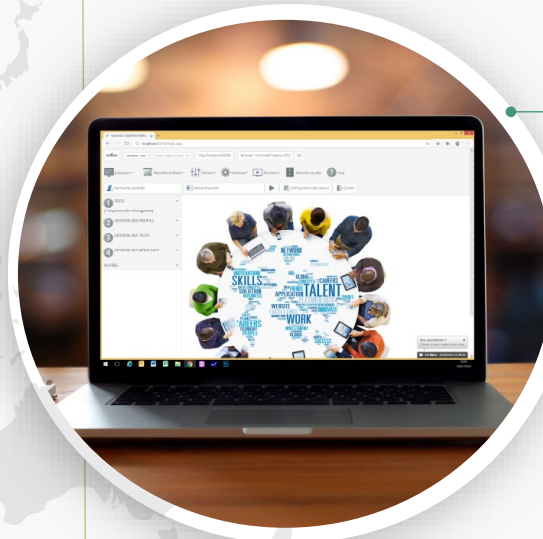
Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



11 typical team roles
included





ROLES EVALUATED

ACTION ROLE

- **The Creator** : source of **innovation** and **disruptive solutions** , essential in the face of complex challenges
- **The Operator** : transforms ideas into **concrete results** , guarantees **operational efficiency**
- **The Booster** : catalyzes **collective energy** , maintains **focus on objectives** in critical moments

REFLECTION ROLES

- **The Analyst** : ensures **rational decisions** , prevents **strategic errors** through critical perspective
- **The Expert** : provides the necessary **technical depth** , reinforces the **credibility** of the solutions
- **The Investigator** : identifies **external opportunities** , essential for **adaptability** and **anticipation**

COHESION ROLES

- **The Collaborator** : develops a **climate of trust** , reduces **unproductive tensions**
- **The Organizer** : provides **structure and method** , optimizes **collaborative processes**
- **The Controller** : guarantees **reliability and excellence** , detects **flaws** before they **impact** results

STRATEGIC ROLES

- **The Promoter** : values **team achievements** , obtains the **resources needed** to succeed
- **The Coordinator** : aligns **individual talents** towards a common and clear **vision**

TECHNICAL DIMENSION

Knowledge and know-how of the profession

