

Chart a Course for Individual, Team, and Leadership Success

Quickly understand what your team and each team member is experiencing and what they need most from your leadership and each other to flourish



WHAT THE SURVEY IS:

A multi-dimensional tool for understanding your team culture, leadership styles use, and wellbeing that charts a course for better teaming and leadership by fostering team and individual psychological safety and integration

VALUE FOR THE LEADER:

A quick and effective resource for learning how the team, leader, and each team member is functioning, both above and below the surface, along with actionable insights on how best to lead inspiringly

VALUE FOR TEAM MEMBERS:

Participants gain an awareness of the team’s current dynamics and desired future state, along with insights about their personal motivations and ways they can better contribute to their own and the team’s success

82% of leaders believe culture can be a competitive advantage but only 28% know their culture and only 19% believe they have the “right” culture

Deloitte Culture and Engagement Perspectives, 2016

HOW THE FOUR SHIPS™ TEAM CULTURE AND LEADERSHIP VALUES INVENTORY HELPS TEAMS AND TEAM LEADERS:

Provides Agency

The survey allows team members to voice how the team is functioning and how they prefer it to function going forward, which studies show increases psychological safety, job satisfaction, retention, and performance and is essential for creating shared values and purpose.

Generates Awareness

The survey gives team members insights into how their motivations and workstyles are in synch with or in opposition to how the team overall wants to interact and collaborate, which promotes more acceptance of diverse approaches and strengths.

Clears the Path for Leading

The survey takes the guess work out of deciding how best to lead the team and each team member through powerful insights into their motivations and workstyle preferences. It can also assist in selecting new team members with complementary strengths and motivations.





TFS SURVEY HIGHLIGHTS

- The online survey takes about 15 minutes to complete
- Interpersonal behaviors and widely recognized leadership styles are anonymously queried using value statements for which the participant rates how often they observe the behavior within their team and to what extent they wish the behavior's use would increase or decrease
- Surveys 34 interpersonal team behaviors, 20 recognized leadership styles, and 12 leadership diminishers, plus 5 items related to individual and team thriving and burnout
- Provides leader, group, and individual-level insights into the team's culture, interpersonal values and leadership values derived from empirical research in Five Factor Personality Traits, Self-Determination Theory, and Leadership Styles
- Separate reports are generated for leader, group, and team member

THE FOUR SHIPS™ TEAM CULTURE AND LEADERSHIP DEVELOPMENT PATH

1



Team Members and Team Leader Complete the Online Survey

2



Survey Reports are Generated for each Team Member, the Group, and Leader

3



Survey Results Debriefed with Team Leader and Each Team Member

4



Team Discovery Workshop with Follow-on 1:1 and Team Coaching

64 Interpersonal Behaviors, Leadership Styles and Diminishers Surveyed Across 4 Dimensions of Team Culture and Individual Preference, Plus 5 Indices to Gauge Thriving and Burnout

Relationship	Controllership	Entrepreneurship	Leadership
<ul style="list-style-type: none"> • Affiliative • Agreeable • Authentic • Bonding • Diplomatic • Enthusiastic • Interdependence • Nurturing • <i>Pliancy</i> • Self-Organizing • Transparency • Trusting 	<ul style="list-style-type: none"> • Analyzing • <i>Assiduous</i> • Auditing • Authoritarian • Boundaries • Bureaucratic • Clarity • Conserving • <i>Doubtfulness</i> • Expert • Industrious • Integrity • Lean • <i>Quixotic</i> • Rational • <i>Reticence</i> • Six Sigma • Transactional • Transforming • <i>Wariness</i> 	<ul style="list-style-type: none"> • Achiever • <i>Audacious</i> • Charismatic • Command • Competing • Customer • <i>Dilatory</i> • Enterprising • Gaslighting • Individualist • Innovating • Openness • Opportunist • <i>Ostentatious</i> • Pacesetter • <i>Rascally</i> • Resilience • <i>Temperamental</i> • Visionary • <i>Whimsical</i> 	<ul style="list-style-type: none"> • Adulging • Alchemist • Authoritative • Candor • Catalyst • Coaching • Democratic • Integrating • Psychological Safety • Self-Determining • Strategic • Transformational

Surveyed leadership styles in **bold** type
 Surveyed leadership diminishers in *italics* type

THE FOUR SHIPS™ TEAM CULTURE AND LEADERSHIP VALUES INVENTORY FRAMEWORK

Leadership lifts all boats



About The Four Ships™ Creator and Team Leadership Coach



Corey Matthews, PCC, MAOL, EXCC
Founder and Executive Coach
 214.282.3434
 Corey@verticalreachcg.com



Corey is an International Coaching Federation (ICF) Professional Certified Coach (PCC) focused on elevating executives, high-potentials and teams in the procurement and supply chain space where he has also worked for more than two decades as an executive search consultant. Corey has served on the Institute for Supply Management (ISM) ISM-Dallas Chapter's board of directors since 2011, including three terms as president. He has also served on the ISM World Chapter Advisory Committee and authored numerous articles on talent and leadership for the organization's magazine, Inside Supply Management. Corey holds master's degrees in Organizational Leadership and Executive Coaching and Consulting from the Townsend Institute for Leadership and Counseling at Concordia University Irvine. Having personally received over 100 hours of group and individual executive coaching as a client, Corey has a unique 360° perspective of the executive coaching experience. Corey is certified by Multi Health Systems, Inc. to administer the EQ-i 2.0 and EQ 360 Leadership, Workplace, and Group Emotional Intelligence assessments.