



CoHero Leadership Framework

Team-View Report

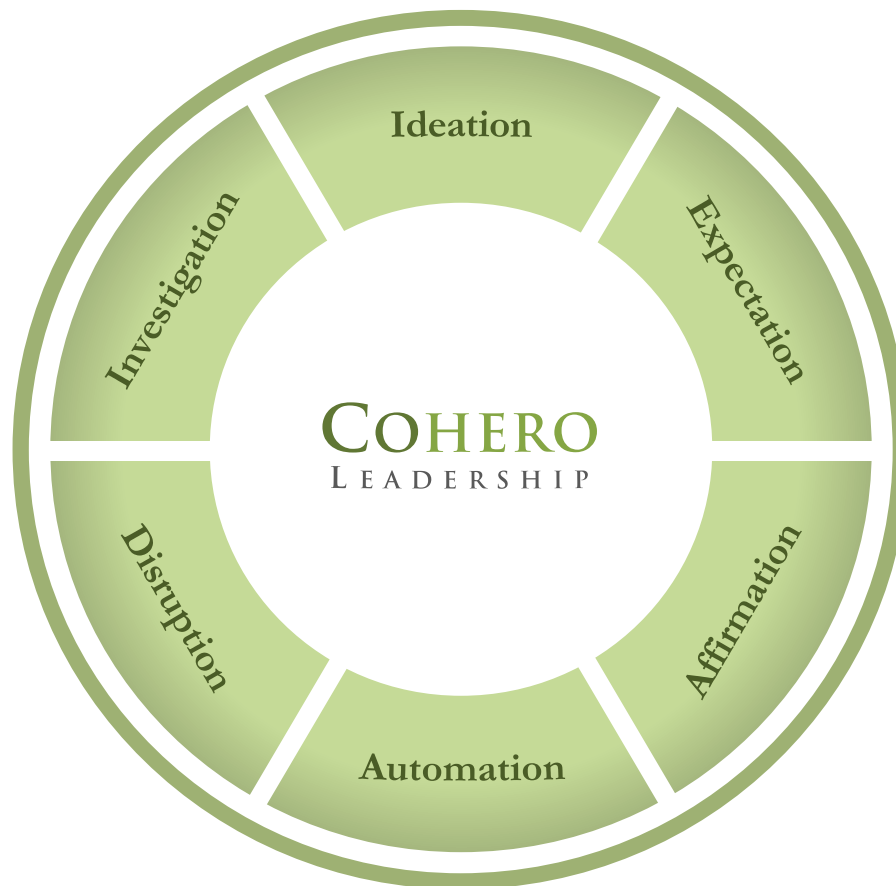
9/22/2025

Profile Results for:

The Example Organization

Productionizer

Based on 10 leaders



COHERO LEADERSHIP

Collaborative Change Leadership based on Story Thinking

Executive Summary

Congratulations! You have taken a big step forward towards creating a great team. Great teams do more than simply cooperate. They collaborate, leveraging one another's strengths and offsetting each other's weaknesses. The CoHero Leadership Profile helps *individual* leaders recognize their unique combination of strengths, and also helps *leadership teams* understand their gaps and overlaps which can create failure and frustration. This Team-View report helps reduce groupthink and improve inter-team relationships. And it also helps identify the phases of "change" that the leadership team will be best suited to undertake.

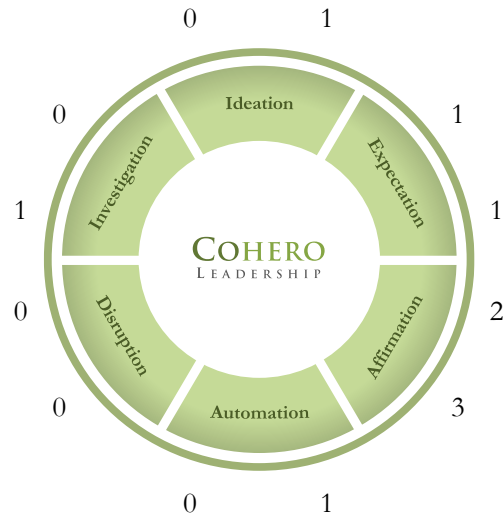
This report has a Team *Composition* View and a Team *Center* View. The purpose of the Team *Composition* View is to see how many team members are aligned with each phase of change. The purpose of the Team *Center* View is to understand the team's overall "center of gravity." More than just an average of team member scores, it is a deeper view of the individual attribute scores, which creates a CoHero Leadership Profile for the team.

Some of the questions that this Team-View report will help you answer include:

- How well does our profile align with our mission?
- How does each member's profile contribute to the team profile?
- Where does our team have depth, and are there any weak spots?
- How do we exploit our depth and compensate for our weaknesses?
- Which members seem to be in a position aligned with their strengths?
- Which members could be better aligned?
- Does our team maximum score reach 100% for each phase?
- Which phases of change have the highest cognitive diversity, affecting creativity – and conflict?
- How can this help us make better leadership development decisions when rotating leaders, rather than just looking at an organization chart?

These are just a few of the questions you can find answers for as you review your integrated profile, preference profile, and behavior profile, within this Team-View report.

Team Composition: Centers of Integrated Profiles



Jane Doe - Builder / Productionizer
Brian Frank - Innovator / Builder
Patrick Freeman - Sustainer / Productionizer
Denise Hamilton - Productionizer / Sustainer
Larry Jones - Architect / Exciter
Steve Lee - Builder / Innovator
Susan Lewis - Productionizer / Sustainer
Leslie Moore - Productionizer / Builder
Bill Smith - Productionizer / Builder
Daniel Washington - Productionizer / Sustainer

Team Composition: Individual Profile Percentages

Profiles	Integrated	Preference	Behavior
Sustainer	10%	0%	30%
Exciter	0%	10%	30%
Architect	10%	10%	0%
Innovator	10%	10%	0%
Builder	20%	40%	10%
Productionizer	50%	30%	30%
Multiple	0%	0%	0%

Team Composition: Individual Profile Benchmarks

Phase	Integrated	Preference	Behavior
Automation	20%	10%	70%
Disruption	0%	0%	0%
Investigation	10%	10%	10%
Ideation	0%	10%	0%
Expectation	30%	30%	0%
Affirmation	40%	40%	20%
Multiple	0%	0%	0%

Team Composition: Team Average Attributes

Empowering	Average	Abiding	Average
Accountability	64%	Ambition	61%
Authenticity	71%	Character	68%
Boldness	64%	Inspiration	68%
Composure	72%	Selflessness	72%
Courage	67%		
Enthusiasm	59%		
Integrity	59%		
Patience	57%		
Resilience	71%		
Self-Efficacy	58%		
Stamina	69%		
Vision	55%	Most Diversity Within Stamina	

Team Center View: Profiles

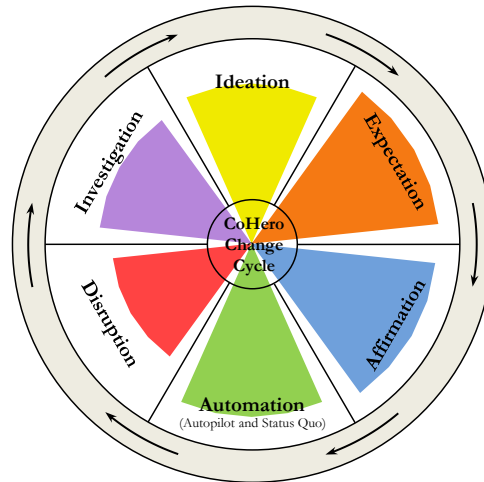
(Mission / Vision Alignment?)

Team Integrated Profile

Primary Profile: Productionizer

Secondary Profile: Builder

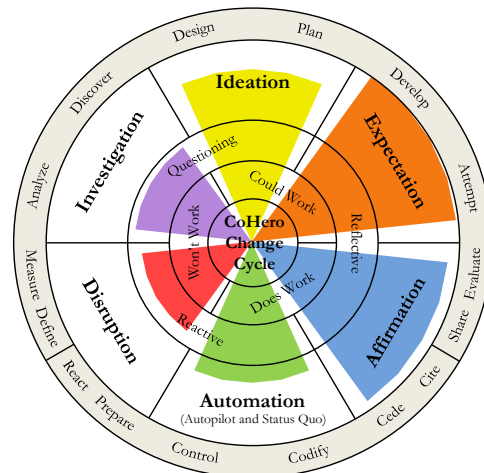
Benchmark: Expectation



Team Preference Profile

Profile: Builder

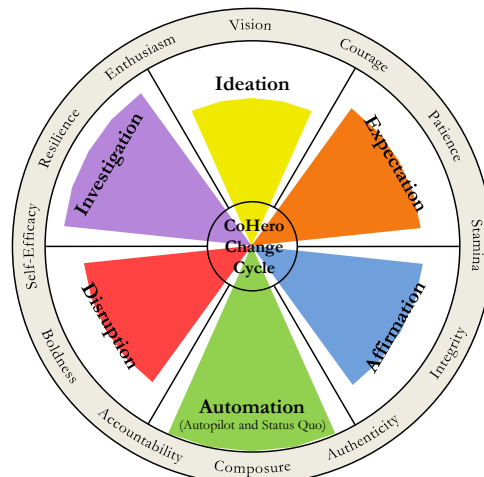
Benchmark: Expectation



Team Behavior Profile

Profile: Exciter

Benchmark: Automation

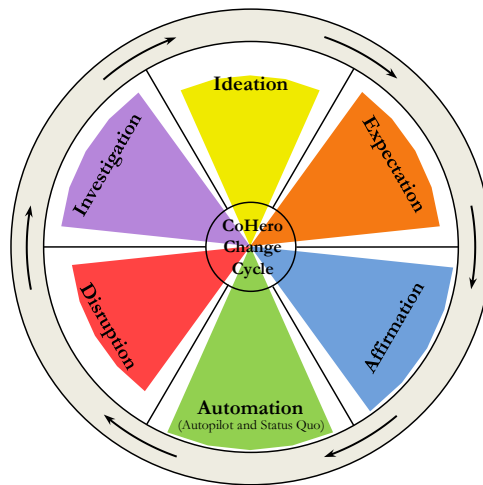


Team Maximums

(All Phases Covered?)

Team Maximums

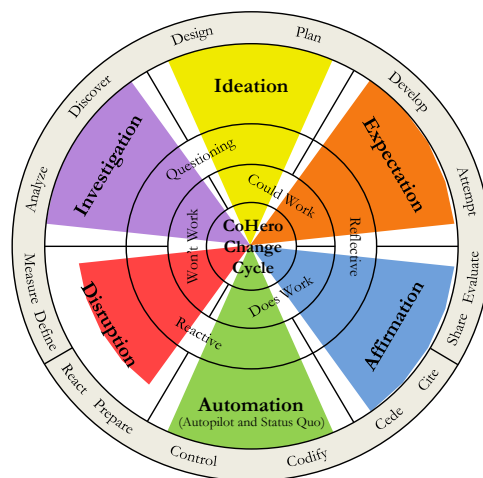
Automation: 99%
 Disruption: 87%
 Investigation: 92%
 Ideation: 83%
 Expectation: 93%
 Affirmation: 99%



Team Maximums: Integrated

Team Maximums

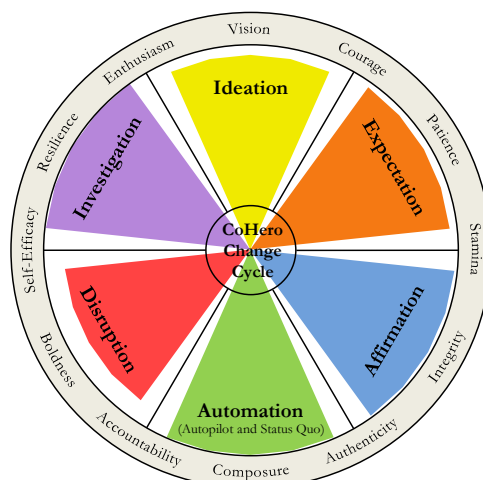
Automation: 100%
 Disruption: 84%
 Investigation: 100%
 Ideation: 100%
 Expectation: 100%
 Affirmation: 100%



Team Maximums: Preference

Team Maximums

Automation: 100%
 Disruption: 91%
 Investigation: 100%
 Ideation: 95%
 Expectation: 98%
 Affirmation: 100%



Team Maximums: Behavior

The Example Organization

Team Diversity

Automation: 18%
 Disruption: 17%
 Investigation: 17%
 Ideation: 12%
 Expectation: 16%
 Affirmation: 21%

Team Diversity

Automation: 41%
 Disruption: 37%
 Investigation: 41%
 Ideation: 28%
 Expectation: 30%
 Affirmation: 42%

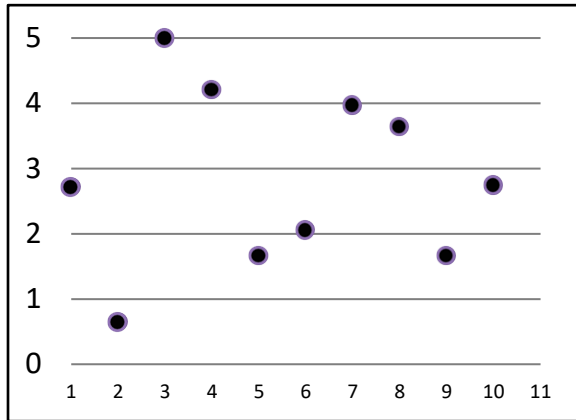
Team Diversity

Automation: 7%
 Disruption: 10%
 Investigation: 9%
 Ideation: 18%
 Expectation: 10%
 Affirmation: 15%

Team Diversity in Preferences

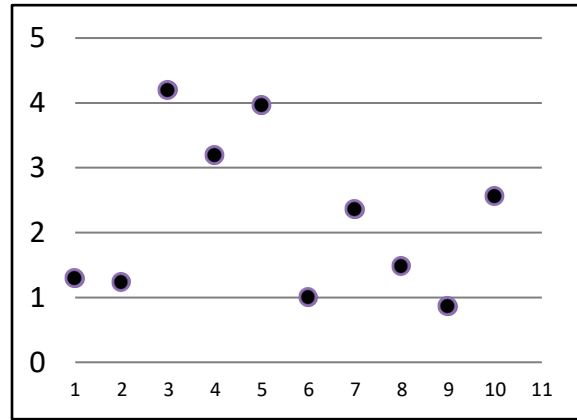
Higher Cognitive Diversity Can Create More Ideas – and Also More Conflict

Automation: 41%

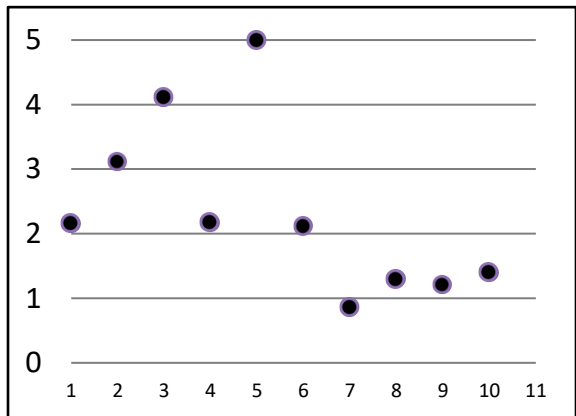


(Based on 10 leaders. See page 3.)

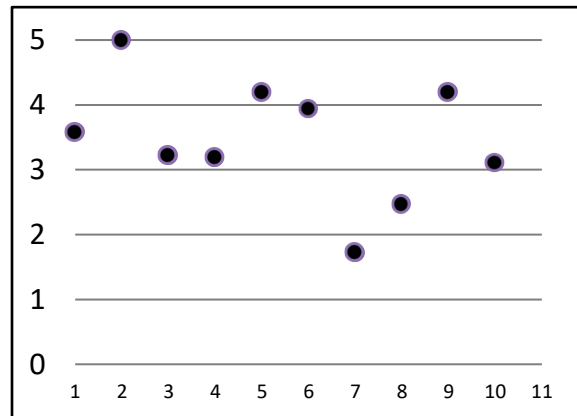
Disruption: 37%



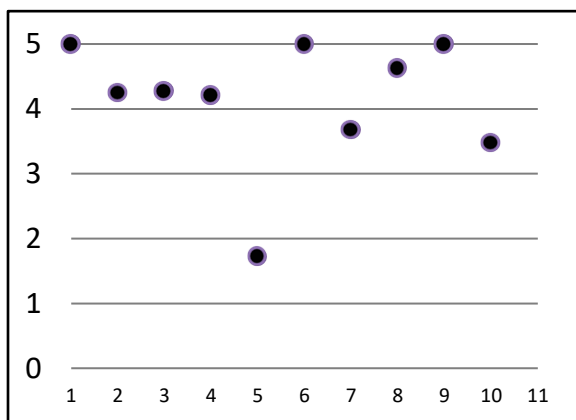
Investigation: 41%



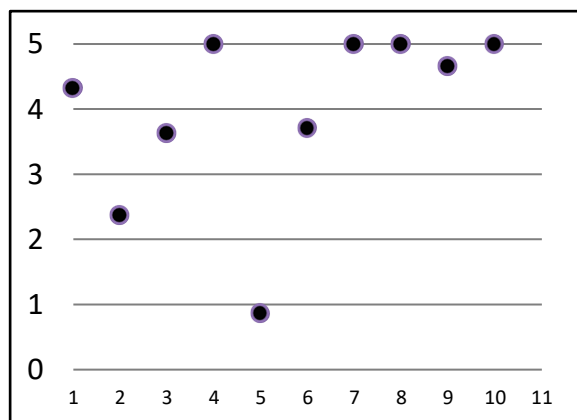
Ideation: 28%



Expectation: 30%



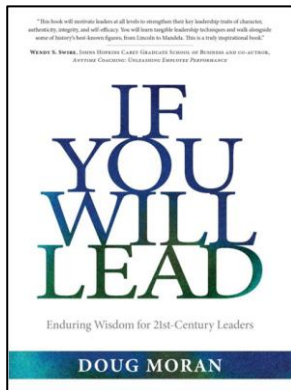
Affirmation: 42%



Next Steps

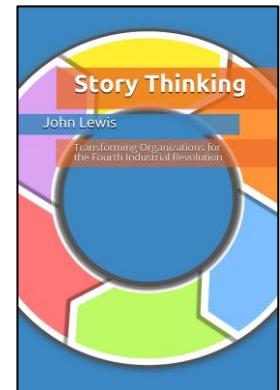
Resources

- For guidance on using the Leadership Attributes and the Change Cycle, please refer to the CoHero eBook: *Leading Transformational Change* (interactive reference).
- For additional information about the Leadership Attributes, and the Change Cycle, please refer to the authors' books: *If You Will Lead*, and *Story Thinking*, respectively:

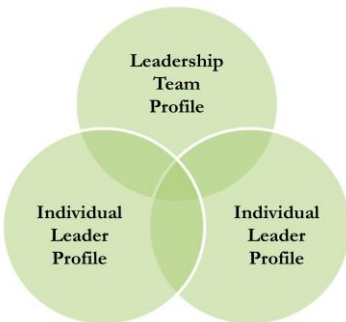


Moran, D. (2011) *If You Will Lead: Enduring Wisdom for 21st – Century Leaders*, Agate Publishing
www.amazon.com/dp/193284158X

Lewis, J. (2019) *Story Thinking: Transforming Organizations for the Fourth Industrial Revolution*
www.amazon.com/dp/1088545858



Additional Profile Reports



- The Individual Leader Profile helps individuals understand their strengths and targeted challenges
- This Leadership Team Profile helps leaders working on the same team become more collaborative and productive
- The combination of these profiles provides powerful insights

Contacts

For information about your specific profile or development plan, contact your CoHero Leadership Framework Profile (CHLFP) certified coach.