

PSYQUENZA
&
PSYCHONOMICS (PTY)
LTD



**CONFIDENTIAL
REPORT**

**PROSPERITY
COMPANY**

2024

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INTRODUCTION

Dear Top Team,

This is your GEDI report. GEDI, the acronym for Global Executive Dynamics Inventory is a unique assessment that helps executive teams to uncover the interpersonal dynamics that shape their results. Through our decades of work with executives, and our academic careers, we have discovered how the characteristics of the top management shape their strategic choices, which determines the survival, growth and profitability of organisations.

Our work has also exposed us to an understanding of how a team, and what happens in teams, is not just the sum of the behaviour of individual team members. Teams go through processes of emergence, where the interpersonal dynamics shape the nature and effect of the team as a whole. Because of this emergence, we need to understand the group-level nature of executive teams.

The formula is simple. A healthy top team drives healthy organisational results.

Your GEDI report gives you a deep dive into salient team characteristics that either support or hinder the success of your team. This is not a psychological assessment, but a situational assessment and the salience of different viewpoints can change with time. We also do not prescribe which the GEDI pillars you should value. Please keep in mind that worldwide research has shown that each of the GEDI elements underpin your success. The GEDI is called a global inventory as it provides a broad overview of the dynamics of your team.

How to use this report

Because the report sometimes uncovers situational concerns of team members, we recommend that the interpretation of the team results happen in partnership with a master coach experienced in executive coaching. The team level assessment may also result in individuals in the teams uncovering personal needs, and we encourage individual coaching in such instances.

Interpretation of results

We communicate through graphs familiar to senior people. All scores are representations of a total numerical score of 100. The funnel graph shows the relative scores of each pillar of the team. Comparative bar charts show the relative scores of anonymous individuals in relation to the team. The scatter plot charts indicate how widely dispersed or aligned the team's viewpoints are, and whether there are outliers.

We welcome you to GEDI and trust that the insights will bring good rewards!

Prof Charlene Lew and Dr Sean Smith

PILLARS OF GEDI

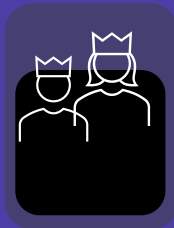


COOPERATIVE ENGAGEMENT

How we deal with each other as humans



Top teams that display cooperative engagement deal respectfully and authentically with one another and intuitively understand their social dynamics.



CONSTRUCTIVE POWER DYNAMICS

How we deal with authority



In teams where power dynamics are constructive, all senior team members treat one another fairly, empower one another, and have a resolute ability to make decisions.



FLEXIBILITY

How we deal with change and uncertainty



Flexible senior teams navigate conflicts, and deal with change, uncertainty, and complexity with fortitude, while maintaining the psychological well-being of each team member.



BOLD ACTION

How we approach responsibilities



The dynamics in executive teams translate into transparency and accountability towards all stakeholders. The team acts with executive confidence and uses resources, time, and expertise efficiently.



IMPACT

Where we see results



Executive teams who manage their interpersonal dynamics have an impact internally as a cohesive culture emerges, and externally, as they collectively advocate for a better ecosystem.

QUICK GUIDE TO GEDI BEHAVIOURS

Cooperative Engagement

Respectful Authenticity	Showing one's true nature but not at the expense of being disrespectful.
Shared Intuition	Intuitively understanding what others in the team are thinking. Able to read each other's body languages.

Constructive Power Dynamics

Interpersonal Equity	Treating each other fairly.
Fluidity of Power	Everyone is allowed to exercise power in their areas of responsibility and can shift the position of power easily.
Decisiveness	Able to overcome the obstacles of the decision-making process

Flexibility

Conflict Navigation	Effectively addressing internal and external conflicts.
Fortitude	Proactive and resilient strength and determination.
Well-being	Able to deal and cope with the pressures of the senior role.

Bold Action

Transparency	Bold enough to be transparent, honest and take accountability
Executive Confidence	Belief in the team's abilities to achieve goals and remain adaptable.
Team efficiency	The optimal use of resources, time and expertise to attain meaningful goals.

Impact

Cohesive culture	Collectively shaping the internal culture of the organisation through positivity.
Collective advocacy	As a team contributes positively to societal, environmental, and governance issues .



Cooperative Engagement

Respectful Authenticity
Shared Intuition



Constructive Power Dynamics

Interpersonal Equity
Fluidity of Power
Decisiveness



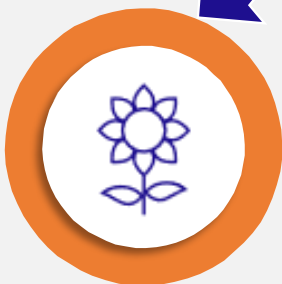
Flexibility

Conflict Navigation
Fortitude
Well-being



Bold Action

Transparency
Executive Confidence
Team Efficiency



Impact

Cohesive Culture
Collective Advocacy

GEDI VALUES

Cooperative Engagement

01

- ∞ Truthful
- ∞ Courteous
- ∞ Authentic
- ∞ Respectful
- ∞ Understanding
- ∞ Caring

Constructive Power Dynamics

02

- ∞ Fair
- ∞ Considerate
- ∞ Empowering
- ∞ Collaborative
- ∞ Democratic
- ∞ Decisive
- ∞ Agile

Flexibility

03

- ∞ Flexible
- ∞ Resilient
- ∞ Constructive ∞ Strategic
- ∞ Strong
- ∞ Forward-thinking
- ∞ Well

Bold Action

04

- ∞ Transparent
- ∞ Accountable
- ∞ Reliable
- ∞ Capable
- ∞ Efficient
- ∞ Focused
- ∞ Effective
- ∞ Results-oriented

Impact

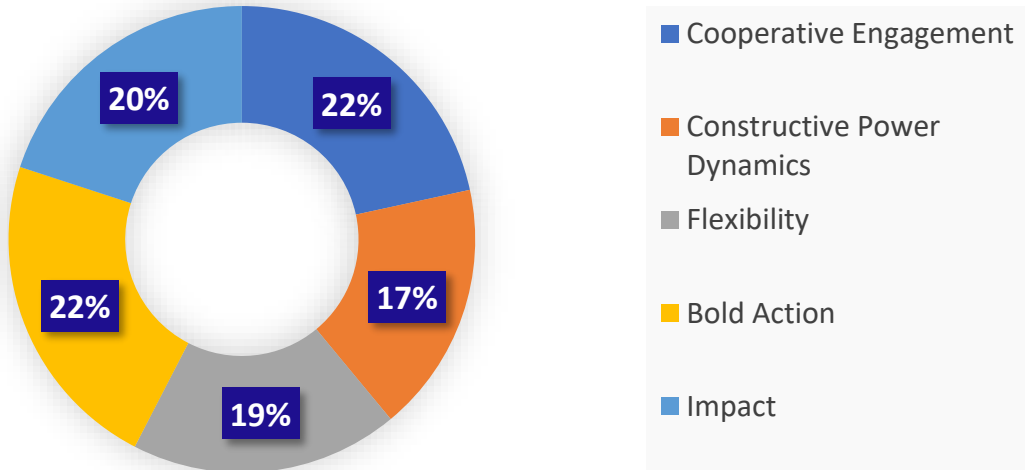
05

- ∞ Positive
- ∞ Collective
- ∞ Respected
- ∞ Pleasant
- ∞ Aligned
- ∞ Responsible
- ∞ Impactful

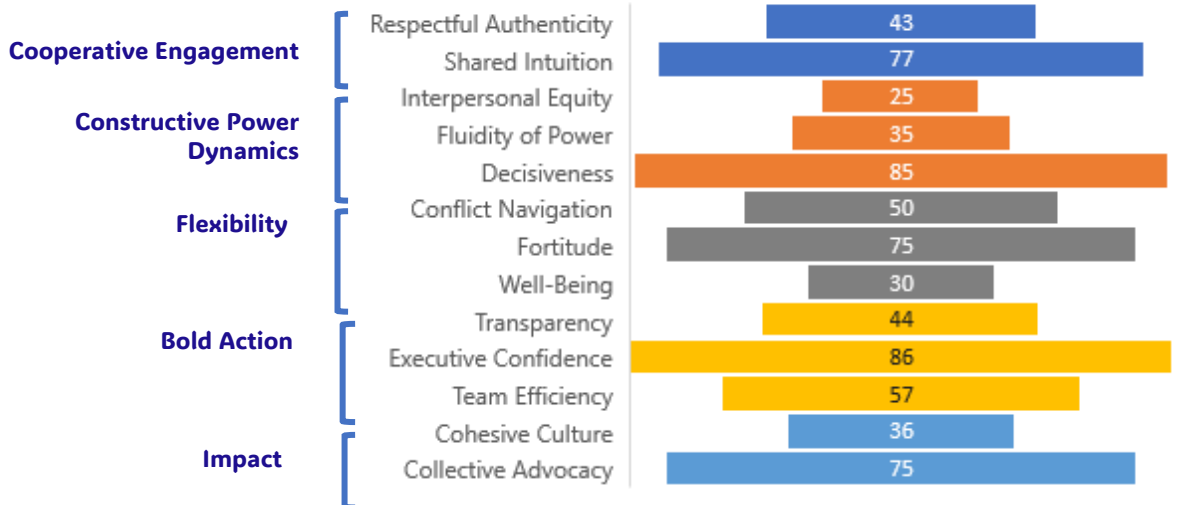
TEAM PROFILES

Comparing GEDI Pillars

Relative strength of each dimension

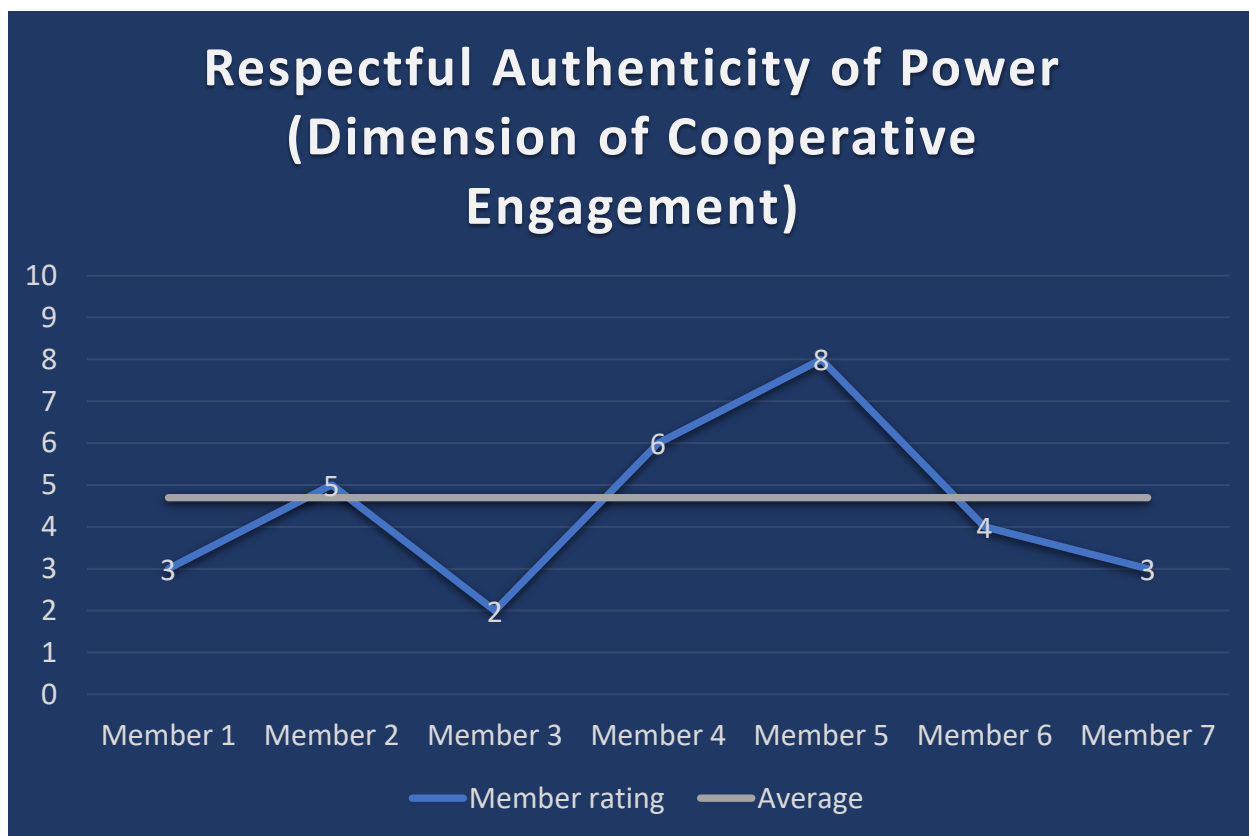


Comparing the building blocks



COOPERATIVE ENGAGEMENT

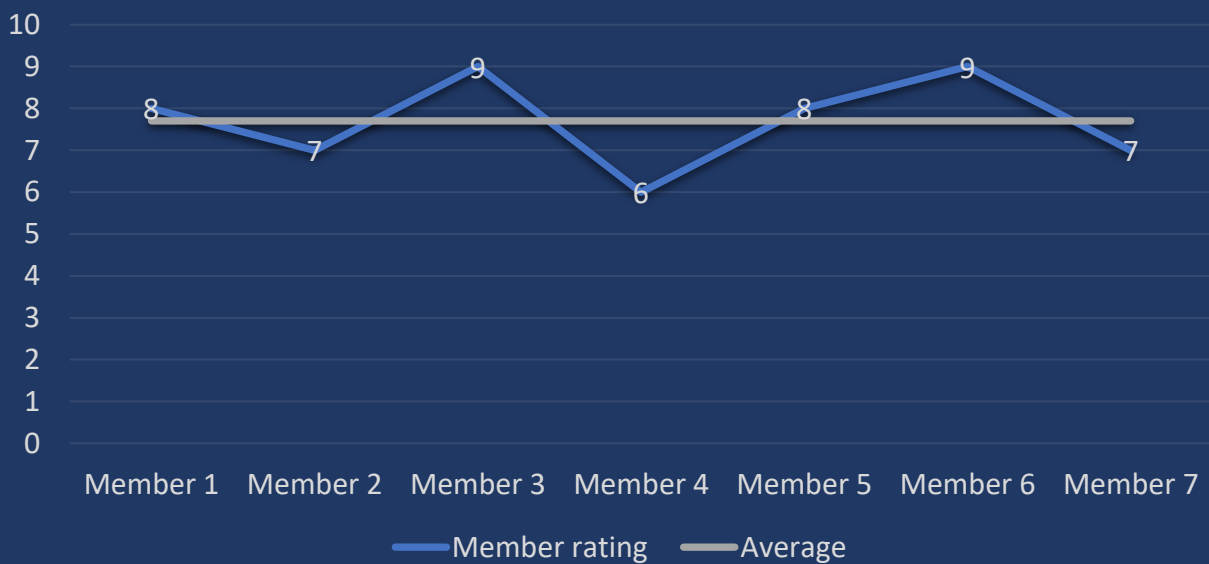
Respectful Authenticity



Statistic	Score
Mean score	4,7
Median	4
Mode	3
Standard deviation	1,9
Minimum	2
Maximum	8
Range	6

Shared Intuition

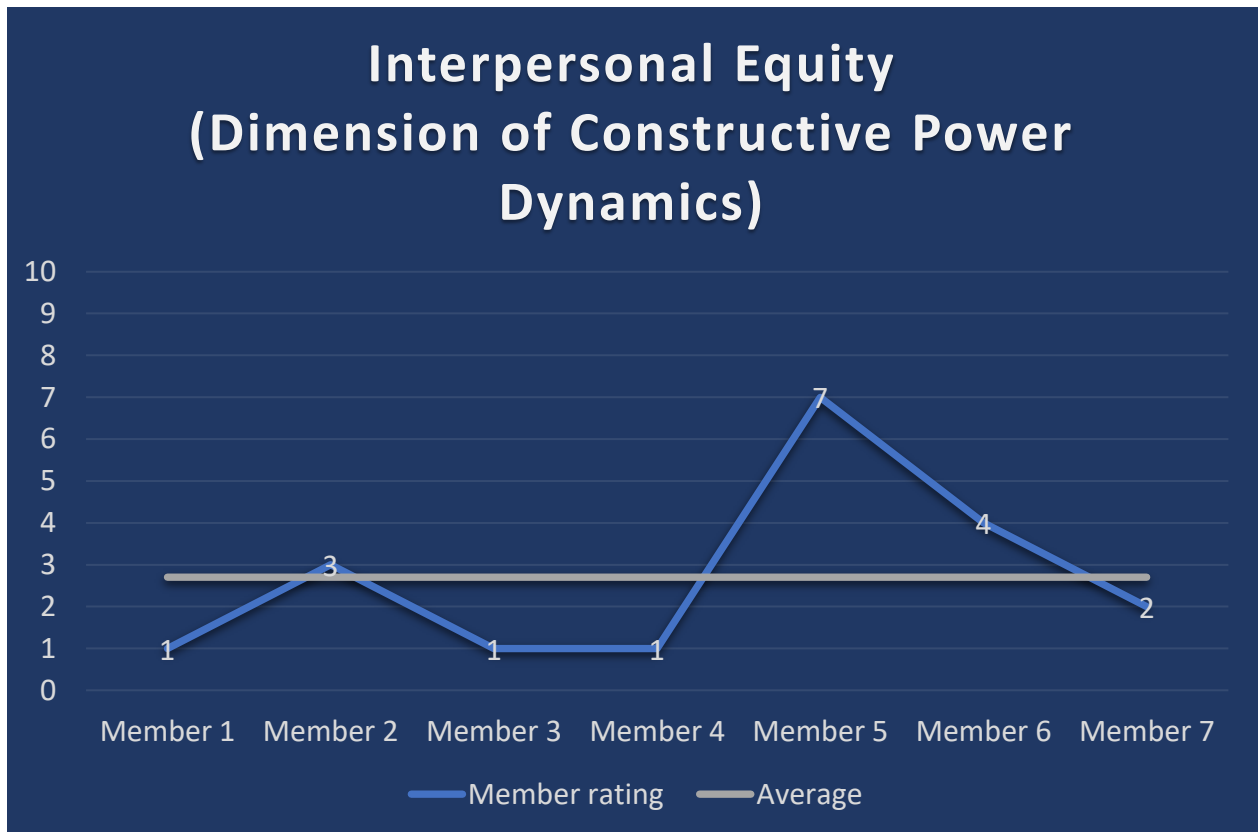
Shared Intuition (Dimension of Cooperative Engagement)



Statistic	Score
Mean score	7,7
Median	8
Mode	8
Standard deviation	1,1
Minimum	6
Maximum	9
Range	3

CONSTRUCTIVE POWER DYNAMICS

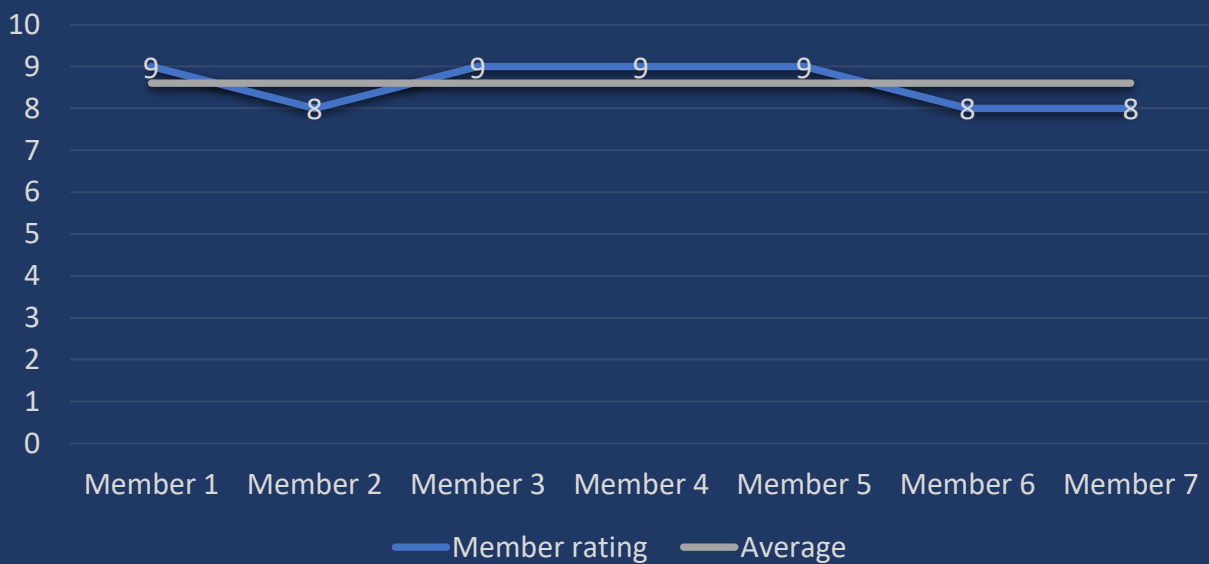
Interpersonal Equity



Statistic	Score
Mean score	2,7
Median	2
Mode	1
Standard deviation	2,2
Minimum	1
Maximum	7
Range	6

Fluidity of Power

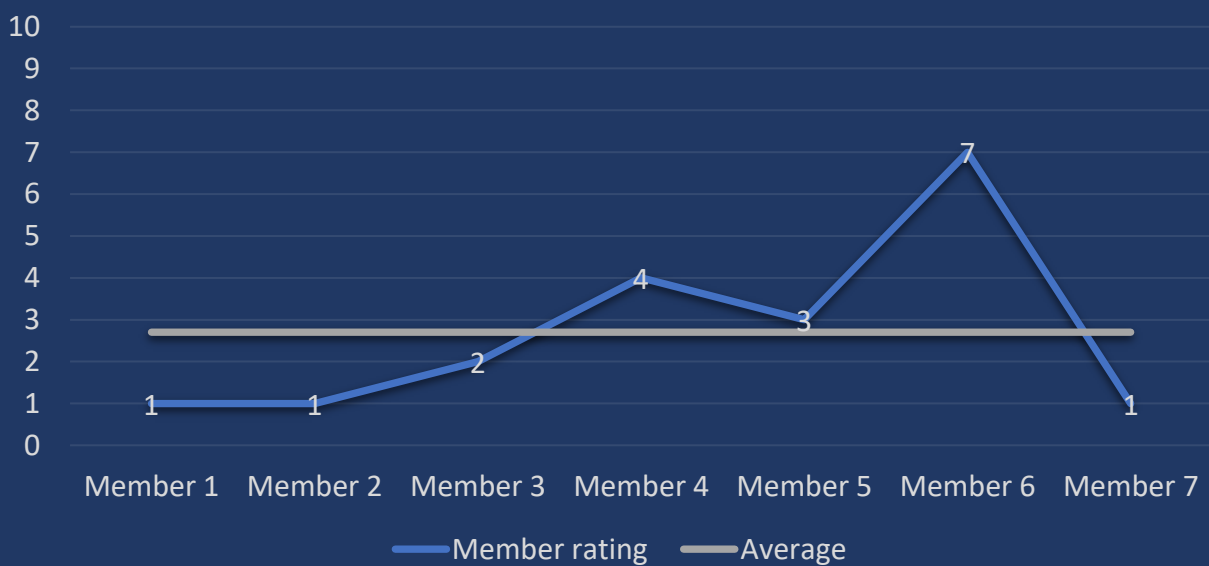
Fluidity of Power (Dimension of Constructive Power Dynamics)



Statistic	Score
Mean score	8,6
Median	9
Mode	9
Standard deviation	0,5
Minimum	8
Maximum	9
Range	1

Decisiveness

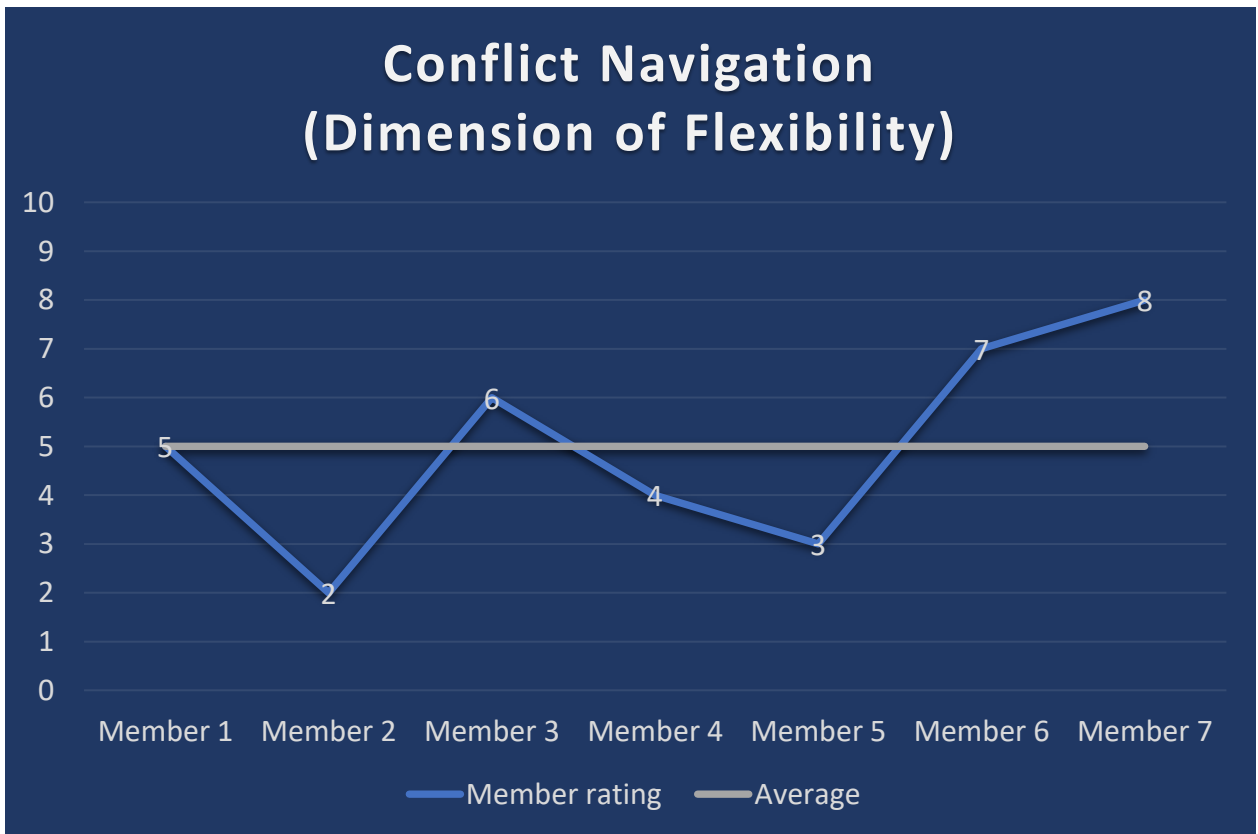
Decisiveness (Dimension of Constructive Power Dynamics)



Statistic	Score
Mean score	2,7
Median	2
Mode	1
Standard deviation	2,2
Minimum	1
Maximum	7
Range	6

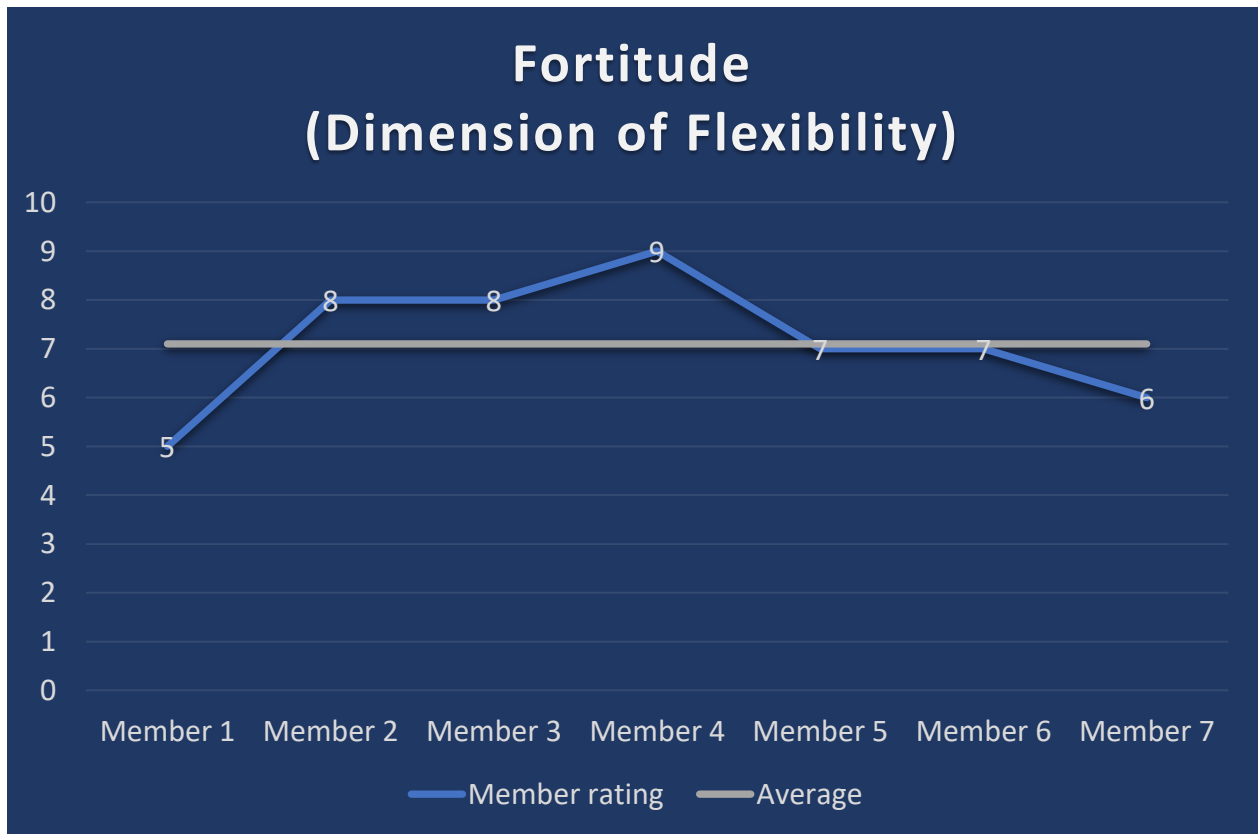
FLEXIBILITY

Conflict Navigation



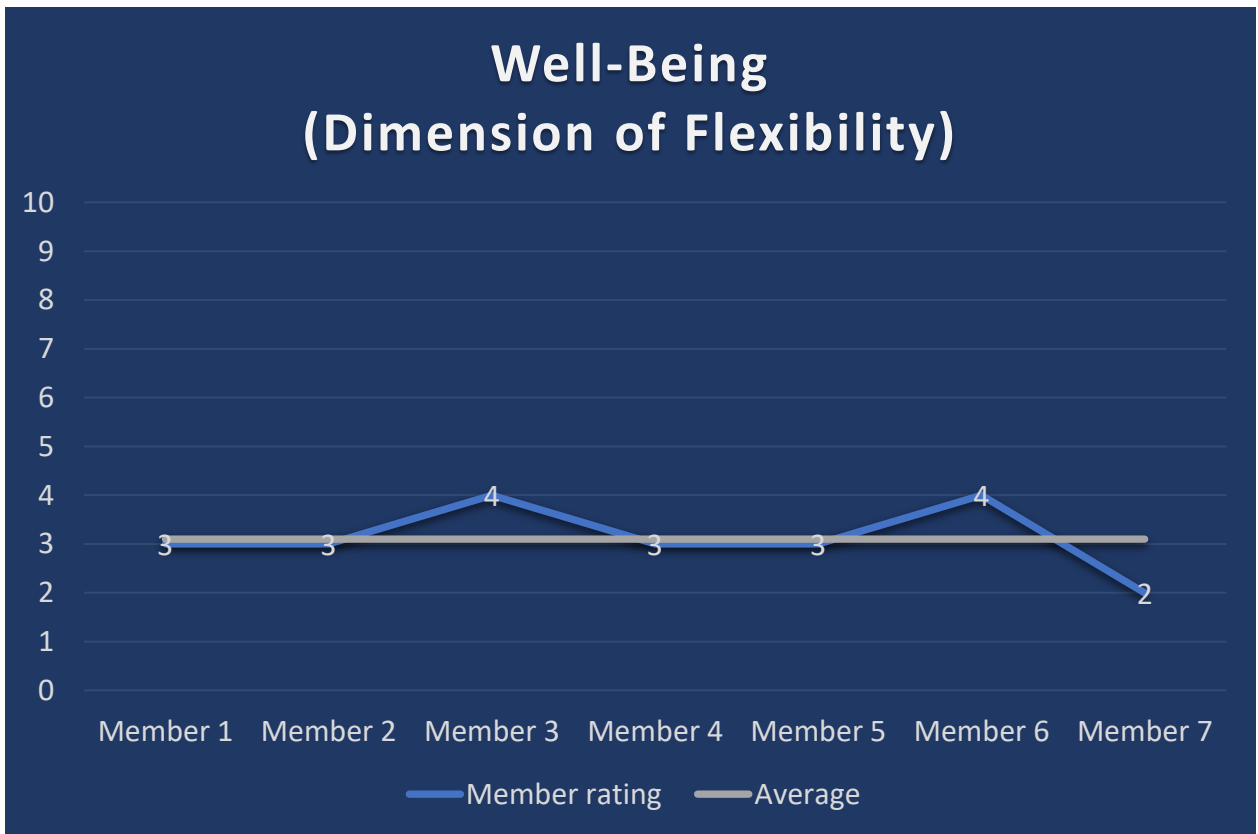
Statistic	Score
Mean score	5,0
Median	5
Mode	5
Standard deviation	2,2
Minimum	2
Maximum	8
Range	5

Fortitude



Statistic	Score
Mean score	7,4
Median	7
Mode	8
Standard deviation	1,3
Minimum	5
Maximum	9
Range	4

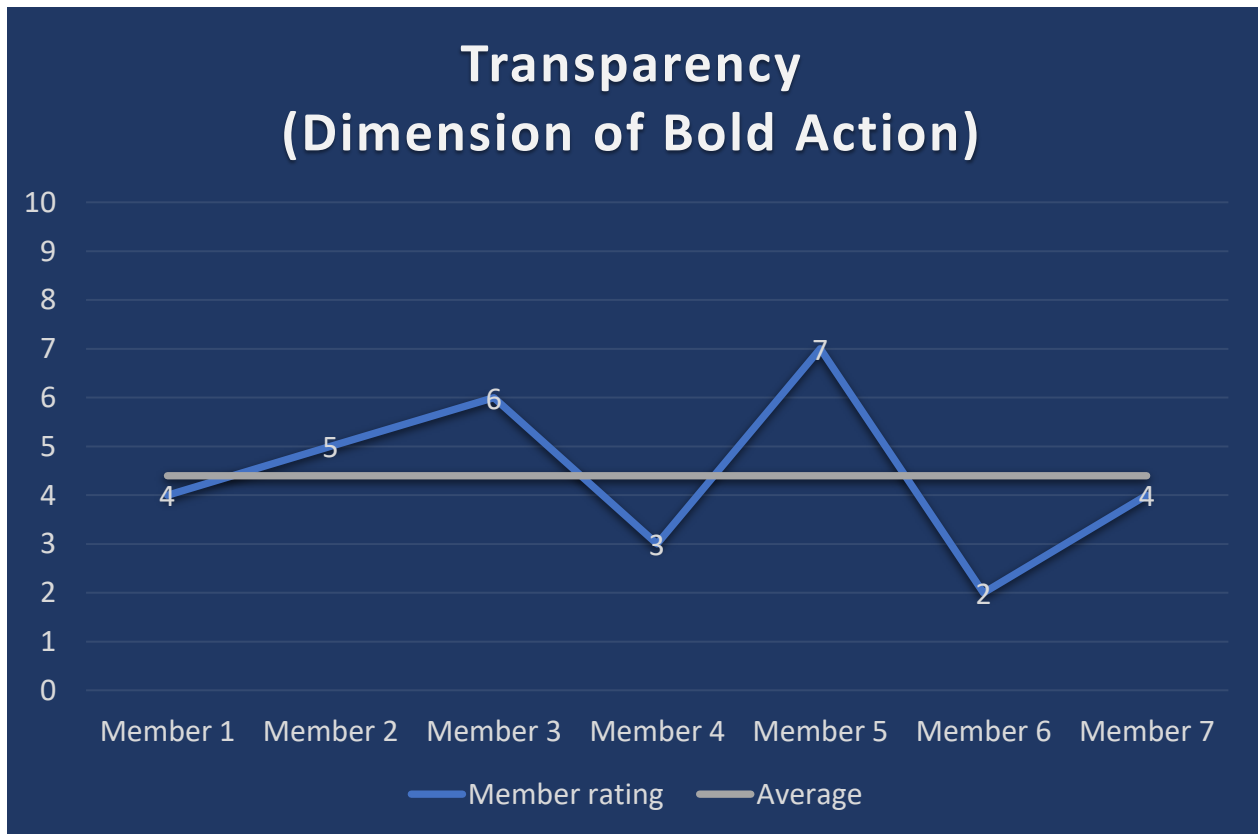
Well-Being



Statistic	Score
Mean score	3,1
Median	3
Mode	3
Standard deviation	1,6
Minimum	2
Maximum	4
Range	2

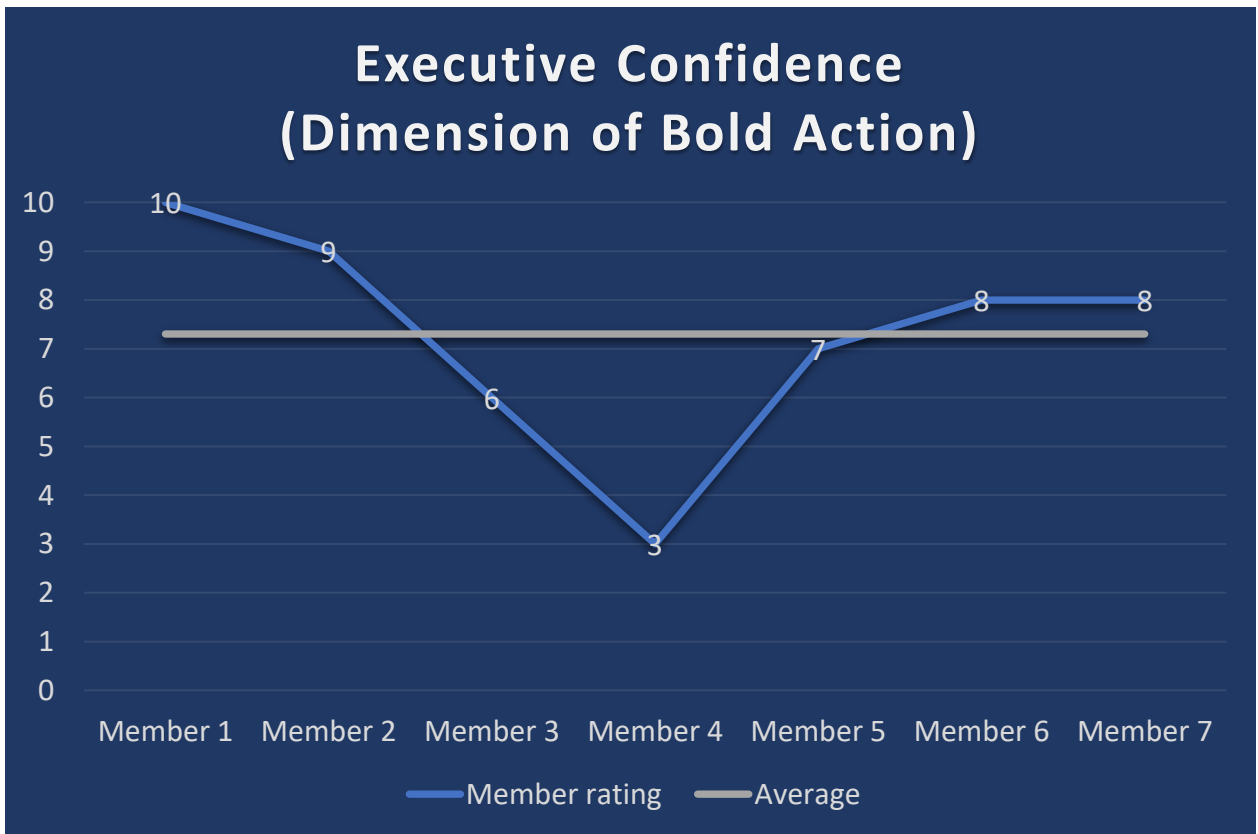
BOLD ACTION

Transparency



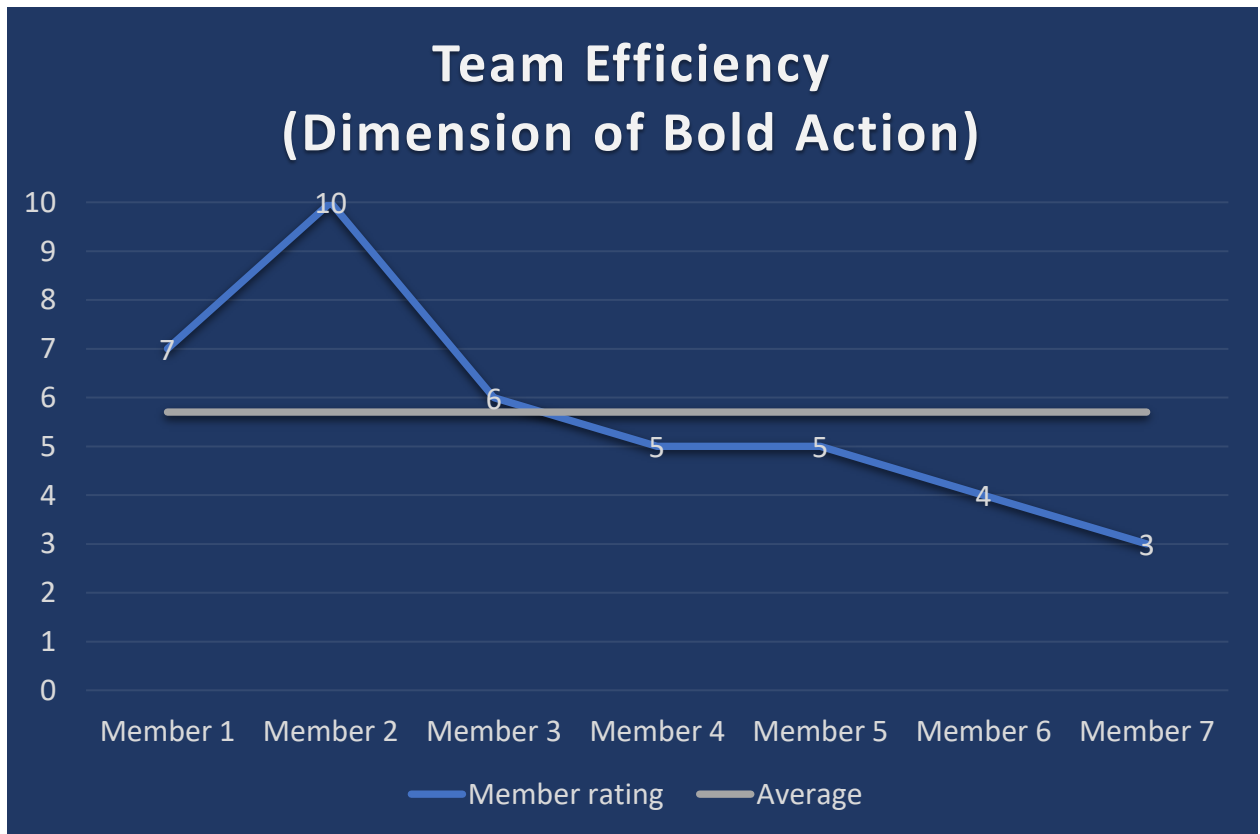
Statistic	Score
Mean score	4,4
Median	4
Mode	4
Standard deviation	1,7
Minimum	2
Maximum	7
Range	5

Executive Confidence



Statistic	Score
Mean score	7,3
Median	8
Mode	8
Standard deviation	2,3
Minimum	3
Maximum	10
Range	3

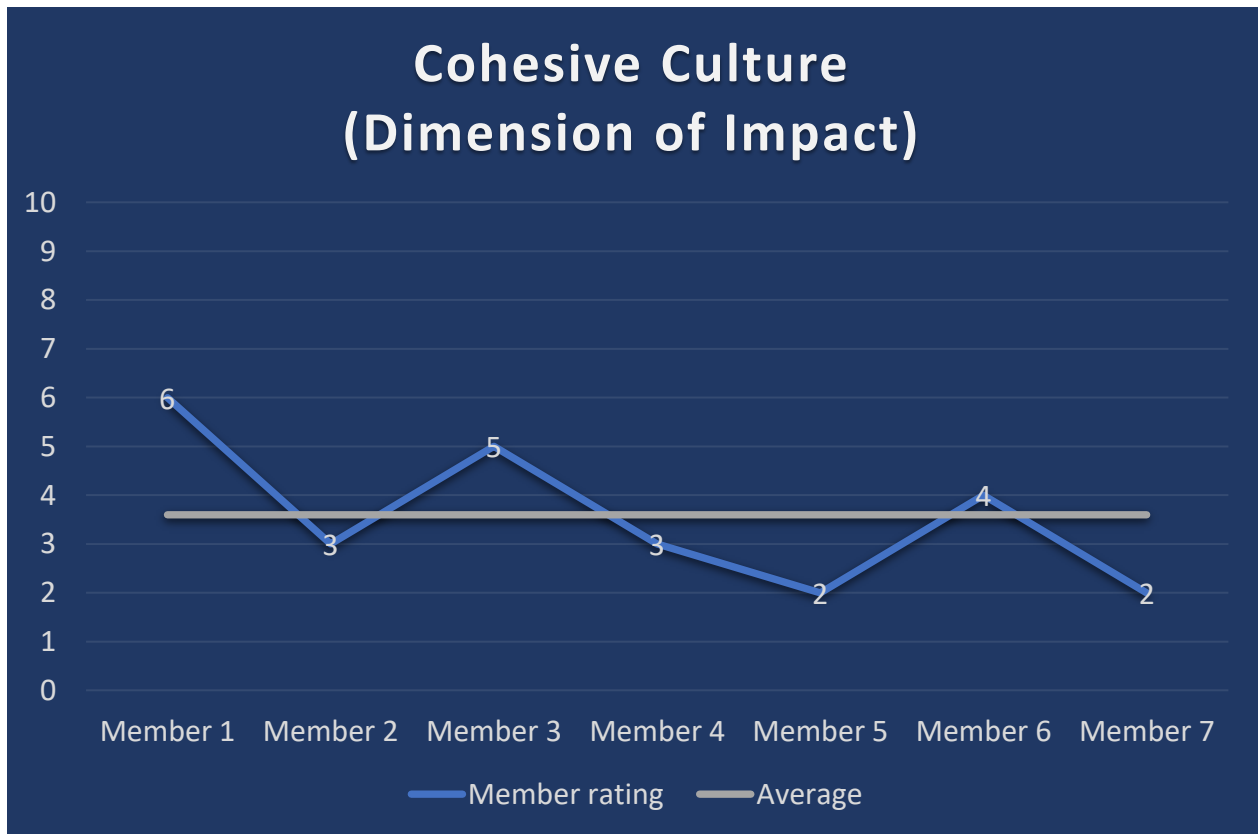
Team Efficiency



Statistic	Score
Mean score	5,7
Median	6
Mode	5
Standard deviation	2,3
Minimum	3
Maximum	10
Range	7

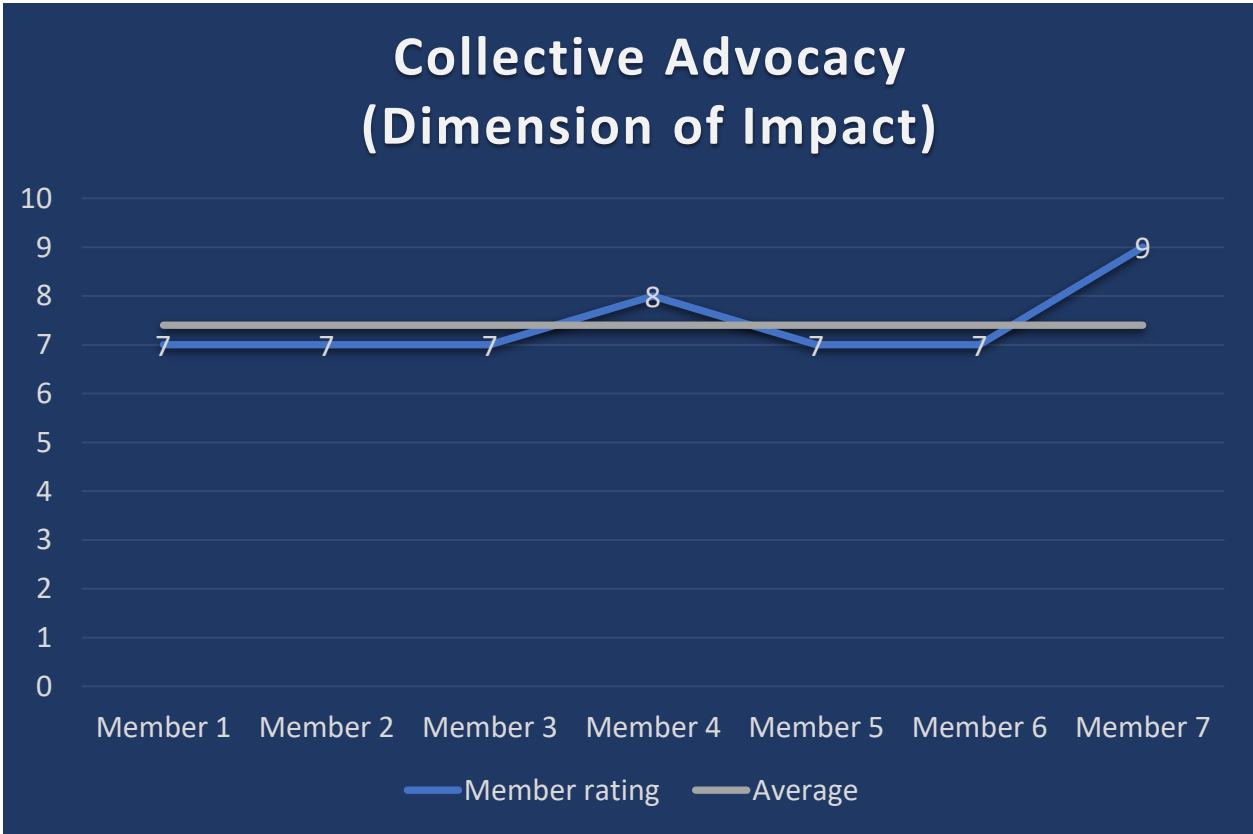
IMPACT

Cohesive Culture



Statistic	Score
Mean score	3,6
Median	3
Mode	3
Standard deviation	1,5
Minimum	2
Maximum	6
Range	4

Collective Advocacy



Statistic	Score
Mean score	7,4
Median	7
Mode	7
Standard deviation	0,8
Minimum	7
Maximum	9
Range	2

THE SPECIFICS

Top and Bottom Seven

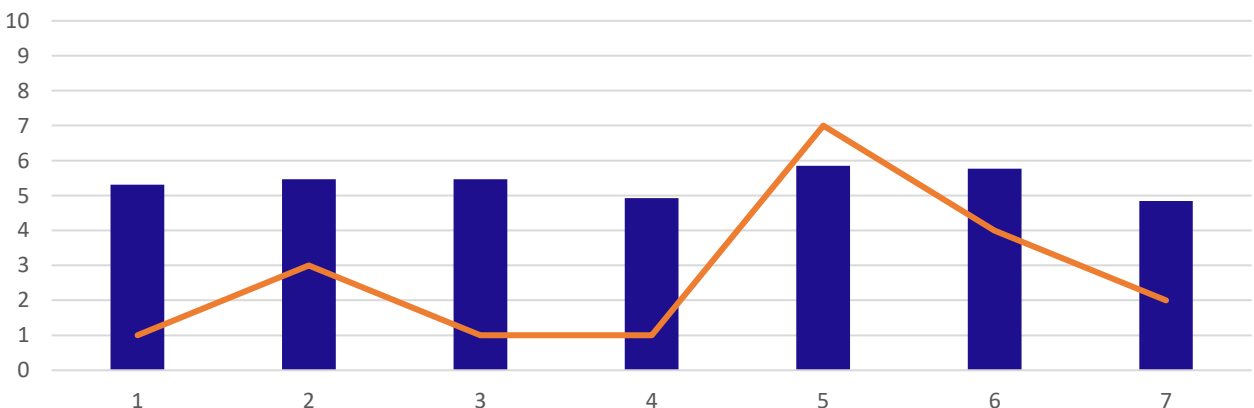
Highest scoring items

1. There is a shared commitment among our team members to champion values such as sustainability and social responsibility.
2. As a team, we decisively navigate new challenges.
3. We practice a forward-thinking mindset as a team.
4. My colleagues are hardy, even when times are tough.
5. We are confident that this team ensures the success of the organisation.
6. Our team's impact extends to the broader ecosystem through advocacy.
7. Our team is strong enough to manage strategic tasks.

Lowest scoring items

1. My colleagues are transparent and honest to the outside world.
2. We feel psychologically safe in the team, despite constant scrutiny from others.
3. We set the tone for positive interpersonal relationships throughout the organisation.
4. My colleagues cope well with the anxieties associated with executive responsibilities.
5. The constant pressure is not affecting the mental health of the team.
6. Our team members consistently treat each other fairly.
7. We respect each member of the team equally.

Comparing lowest dimension (interpersonal equity) with personal averages



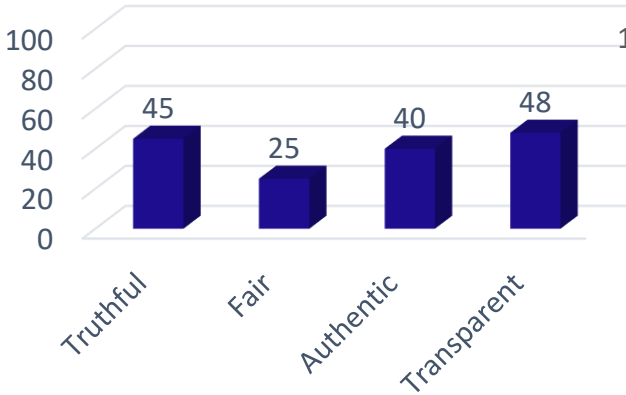
Percentage of team that completed the assessment

88%

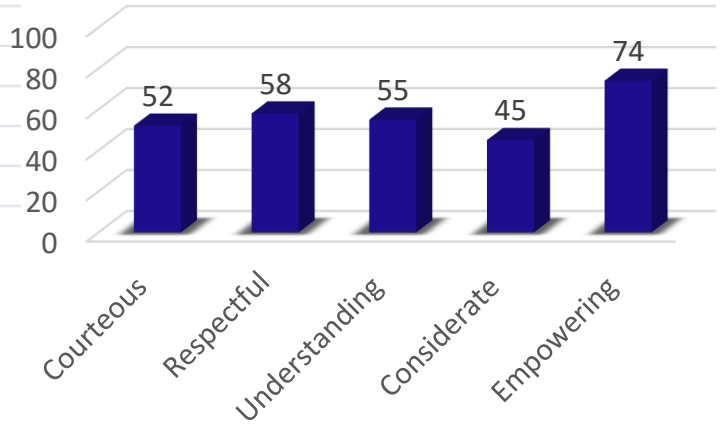
VALUES

GEDI Values Dashboard

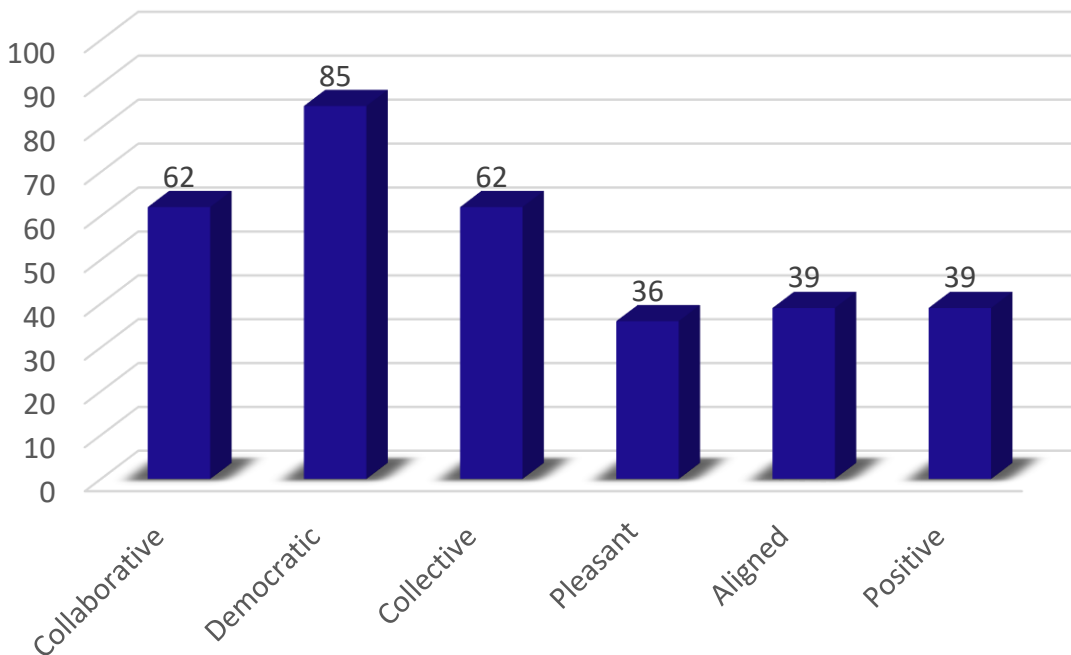
Moral Values



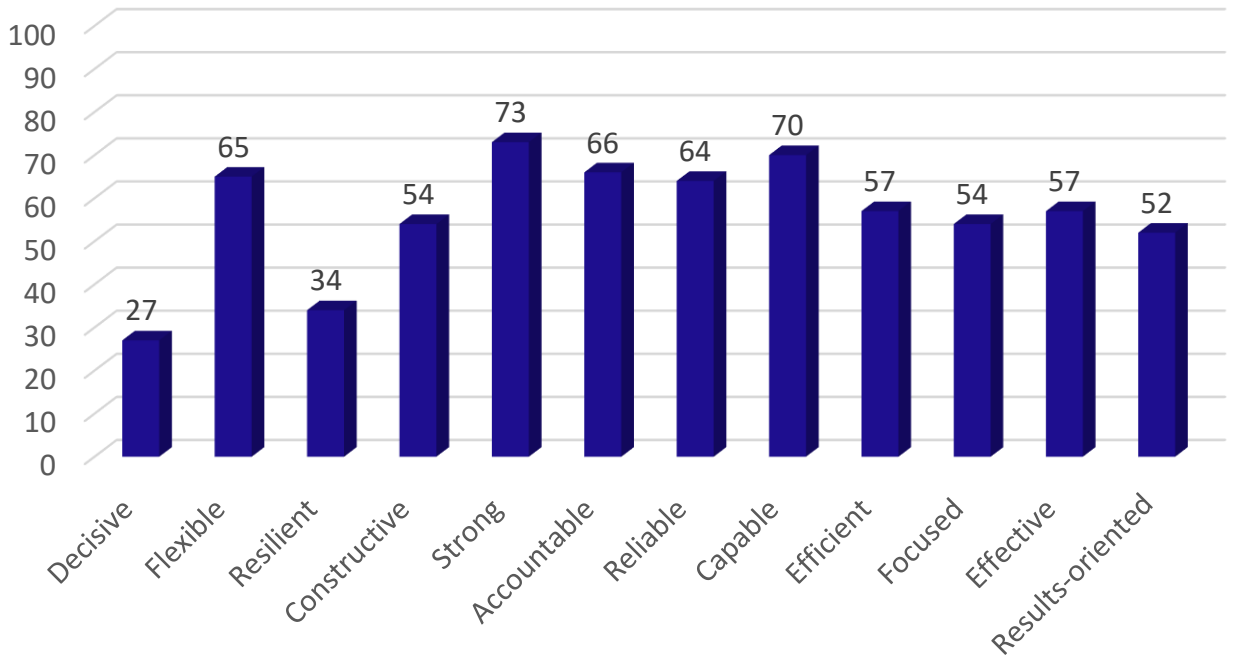
Human-Focused Values



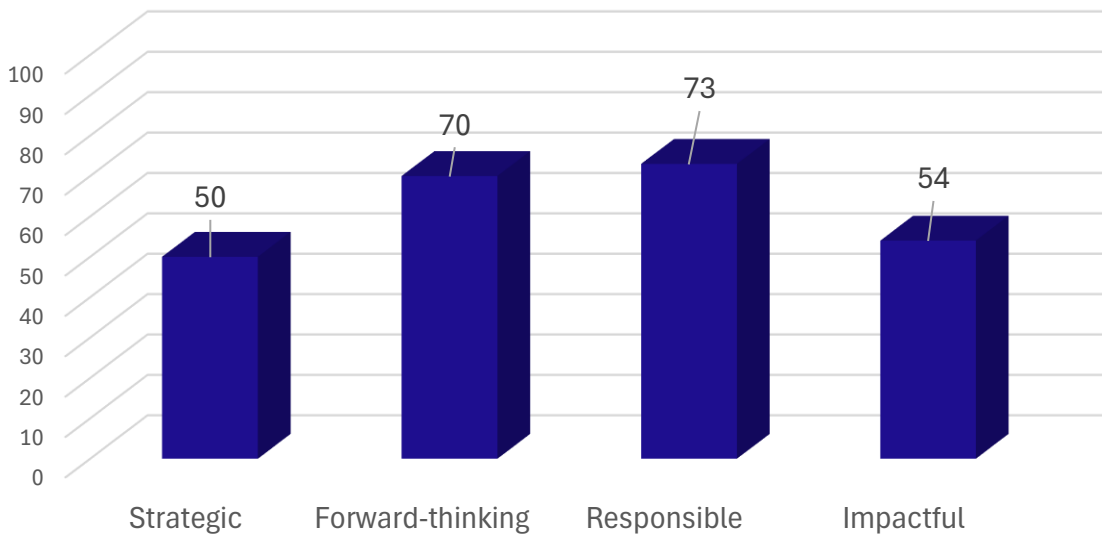
Team-Focused Values



Task-Focused Values



Strategic Values





PSYCHONOMICS
APPLIED BEHAVIOURAL SCIENCE & DATA ANALYTICS

PSYQUENZA

Behavioural Science for Business Impact

