

ACCREDITED FACILITATOR

How the Team Profile is built

A quick reference explaining how the Team Profile is put together.

The two wheels

Every team member already has their own Natural and Adapted wheel from their individual C-me profile. The Team Profile averages these across everyone in the team, producing one Team Natural wheel and one Team Adapted wheel. For teams of 21 to 30, the report adds a note that the averages reflect broad trends rather than individual contributions, since a team that size can dilute individual signal.

More than a picture on the wheel

The Team Wheel itself is a visual guide, useful for seeing roughly where the team sits at a glance. The report doesn't work from that picture. It's built from the actual percentage scores behind each person's wheel position, averaged across the whole team. That's what allows it to go well beyond what you could read off the wheel by eye: the precise dominant and underweighted colours, the exact size and direction of the Pressure Gap, and the skew and absent-colour checks, none of which would be visible from positioning alone.

The team's pattern

Based on the team's Adapted wheel averages, how the team tends to operate under real, current conditions, the report places it into one of five colour-mix patterns. That pattern shapes several of the report's more specific claims: the team's likely growth edge, what tends to build trust, its hidden strength, how it tends to default under conflict, and where it tends to stall in its lifecycle.

Dominant and underweighted colours

The two highest-scoring colours on the Adapted wheel are treated as this team's dominant colours, and the two lowest as underweighted. These shape the purpose orientation language in the Team Overview, and the framing of Strengths & Watch-outs. If the gap between the second and third-placed colours is small, the report hedges its language rather than overstating a clean split.

The Pressure Gap

This compares the Natural and Adapted wheels directly: how big the overall shift is (banded Low, Moderate, or High), and which specific colours are being dialled up or down to cope with current demands. A High band shifts the tone of the Where to Grow Next section, since a team under that much strain usually needs to recover before it can take on new growth work.

A few special cases

Two further checks run quietly in the background. If one colour dominates heavily, roughly above 45 percent, the report adds language about the cost of that alignment and what's at risk from the colour being crowded out. If a colour is almost entirely absent, roughly below 10 percent, the report names the gap directly rather than glossing over it, and suggests a practical way to bring that colour's contribution back in.