



## **Team development with LUXX Personality Tools**

Team development with LUXX Personality Toolset enables team members to gain a deeper understanding of the different motivations and value landscapes in teams than possible with other tools, making it clear why colleagues behave the way they do and making it easier to accept and respect different approaches and working styles. Special behaviors of colleagues can also be better classified and accepted. This can lead to a new, truly respectful way of working together.

### **Tools used in the LUXX Personality Toolsets**

Personal motivation profile according to LUXX

Team Analysis

Focus evaluation Team

Basic procedure

The first step is to clarify the objective:

What is to be achieved?

What is the current situation in the team that triggers the desire for team development?

What problems or limitations exist?

The expert derives the methodical approach and the scope of the planned measure from the objectives and the current situation.

If there are clear conflicts in the team, individual discussions can be made with the team members in advance. This allows the expert to get to know the personal perspectives and gain a comprehensive understanding of the current situation.



In preparation for team development, all team members receive their personal motivation profile according to LUXX as well as an evaluation interview. A team overview is created from the individual profiles in order to identify common motives and differences.

The team overview is evaluated regarding the communicated current situation as well as the questions and problems in the team. The key question is, what relationship can be established between the different motivations of the team members and the actual situation described. The methodological approach for team development is derived in accordance with the objective.

### **Organization of the team workshop**

The workshop usually begins with questions that lead the team in the desired direction and initiate the solution process. We then work with the team members on their motives. One of the methods we use is team constellations making it easy for the team members not only to understand the different motives cognitively, but also to experience them in the context of the constellation. The team members are supported by specific questions. These can, for example, relate to how individual motivational characteristics affect work behavior, contact behavior or dealing with special requirements and challenges, etc. How the motivational structure of the team influences the actual situation is also explored.

If there are many common motivational characteristics in the team, it is possible to work with the team members on their external impact as a team, their image.

Work can also be done via the distribution of tasks within the team in order to make optimum use of the strengths and preferences of the members. This leads to more resource-efficient work and more enjoyment in completing tasks, which increases the team's overall performance.



In order to clarify tensions and misunderstandings, work is done on self-perception and the perception of others, which once again clarifies the emotional needs and values of colleagues. Step by step, the issues and problems raised are worked through and agreements are reached in order to shape the team situation in a positive and productive way.

An important aspect of team development with LUXX is that, together with the team, consideration is given to how the results achieved can be given an emotional meaning for the team members and anchored emotionally. There are various options available for this. Slogans can be used that are visualized using stickers, pictures, wristbands or similar.

This ensures that the team members not only have the agreements in their heads, but are and remain emotionally connected to them. The "symbol" they have created is a daily cognitive and emotional reminder of the agreements. Team development with music offers a special form of emotional anchoring with the team members producing their own team song with professional musicians.