

ACCESSING AND COMPLETING ITP METRICS ASSESSMENTS

The Individual and Team Performance (ITP) Lab, based out of University of Calgary, is dedicated to creating value in teams while developing skills and capabilities of their laboratory. ITP metrics has created a variety of assessment tools for use throughout the lifespan of a team; tools to help build self-awareness, to assess team dynamics, and to share feedback amongst team members. Royal Roads University utilizes ITP Metrics tools across a variety of undergraduate and graduate programs.

To set you up for developing your teams, and to help you learn more about your own personality and preferences when working with others, you are asked to please complete two assessments: **Personality Assessment** and **Conflict Management Assessment**.

Personality Assessment: This report outlines your level on five factors of personality based on your responses to the questionnaire you completed. It also describes how these personality traits can relate to your team interactions and experiences in teamwork. (10-15 minutes)

Conflict Management: This report assesses and helps build awareness of your conflict management styles. It is a useful starting point for discussion of team members' diverse ways of approaching team challenges. (10-15 minutes)

Please set up an account with ITP Metrics to access these assessments.

INSTRUCTIONS

To establish your account (it's free), please go to www.itpmetrics.com. Fill in:

1. Your name (first, last name)
2. Your **RRU Email Address** (**please use this email, NOT a personal email address)
3. Royal Roads University (organization)
4. A password (and record it somewhere safe)
5. Log in, select and complete: PERSONALITY ASSESSMENT
6. Then select and complete: CONFLICT MANAGEMENT ASSESSMENT

After doing the assessments you will receive two reports of valuable information: information that can help you to build awareness of your patterns and styles, information that is highly applicable to teamwork. Sharing this information with your team will help to build understanding of each other. You can then better support each other, as well as capitalize on collective strengths. It may even result in conscious adjustments that you decide to make in order to optimize your working relationships and your team outcomes. In short, knowledge of yourself and others helps teams to work more effectively together.