

Group report

Choose profiles saved on this device, or add results saved from other devices. The group view shows how the styles are spread, where the team’s centre of gravity sits, and where the blind spots are.

Generate group report

GROUP REPORT · 5 PROFILES · 26 JUL 2026

Team centre of gravity: *Dove*

This group is loyal, consistent and safe to belong to. Delivery is dependable — but necessary conflict may be postponed until it becomes expensive. Licence the disagreement.

EAGLE

49

group average · 1 primary

DOVE

54

group average · 0 primary

PEACOCK

53

group average · 3 primary

OWL

45

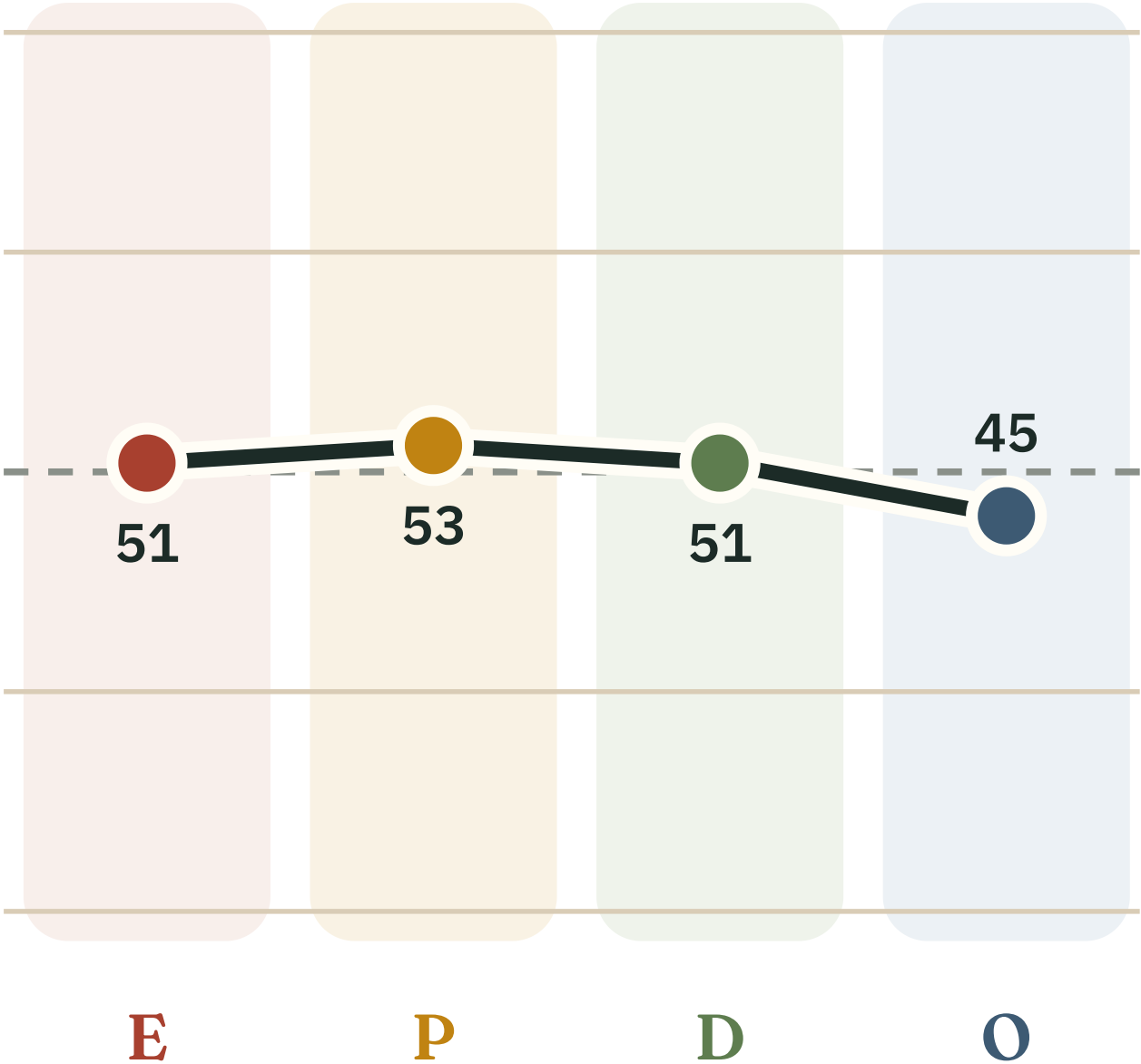
group average · 1 primary

The three graphs — team averages

One team, three views. Where the team’s graphs differ from each other, that difference is a culture signal, not a rounding error.

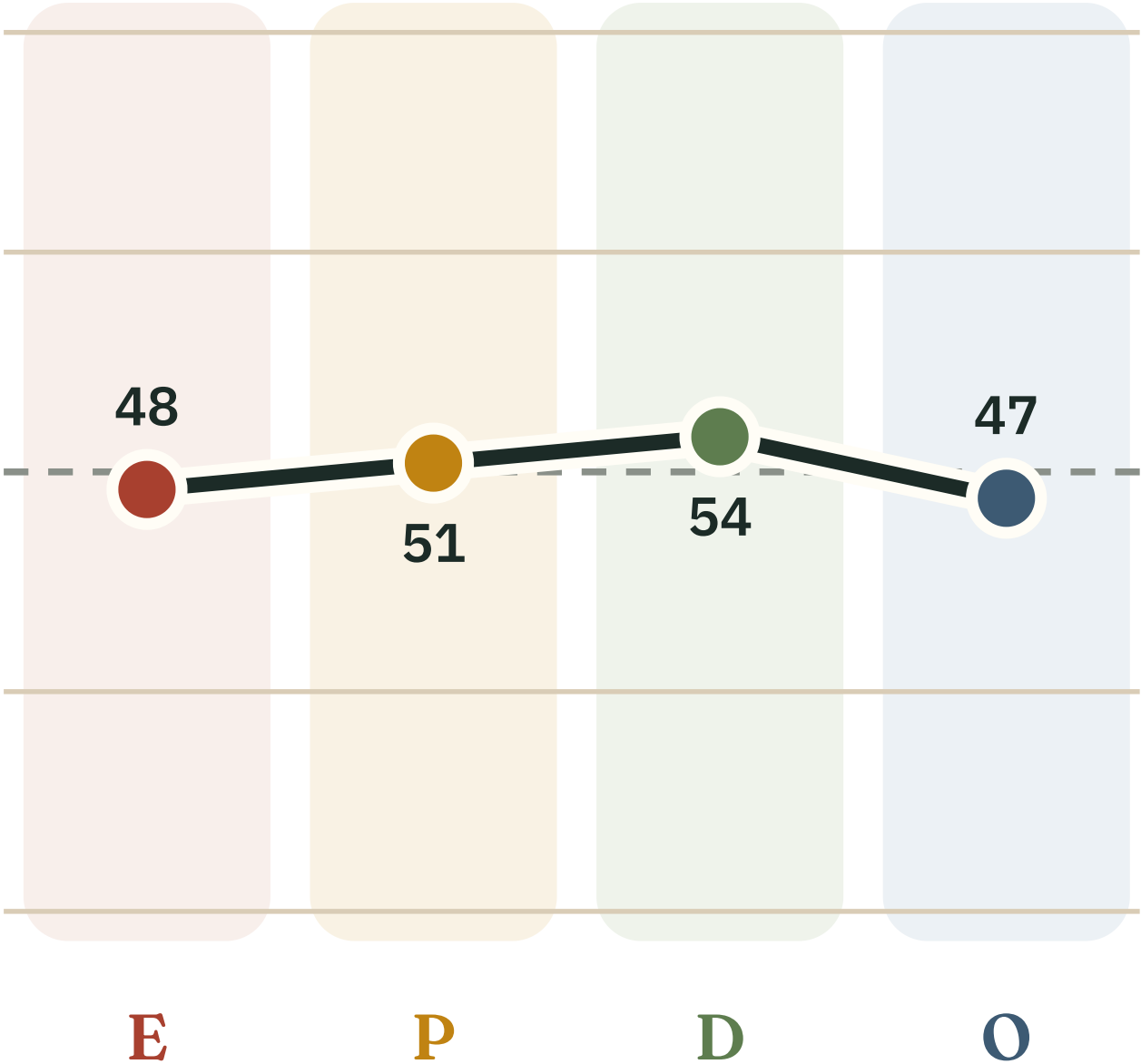
Graph I — Adapted (team average)

How this team consciously behaves in its current environment, the working face it shows.



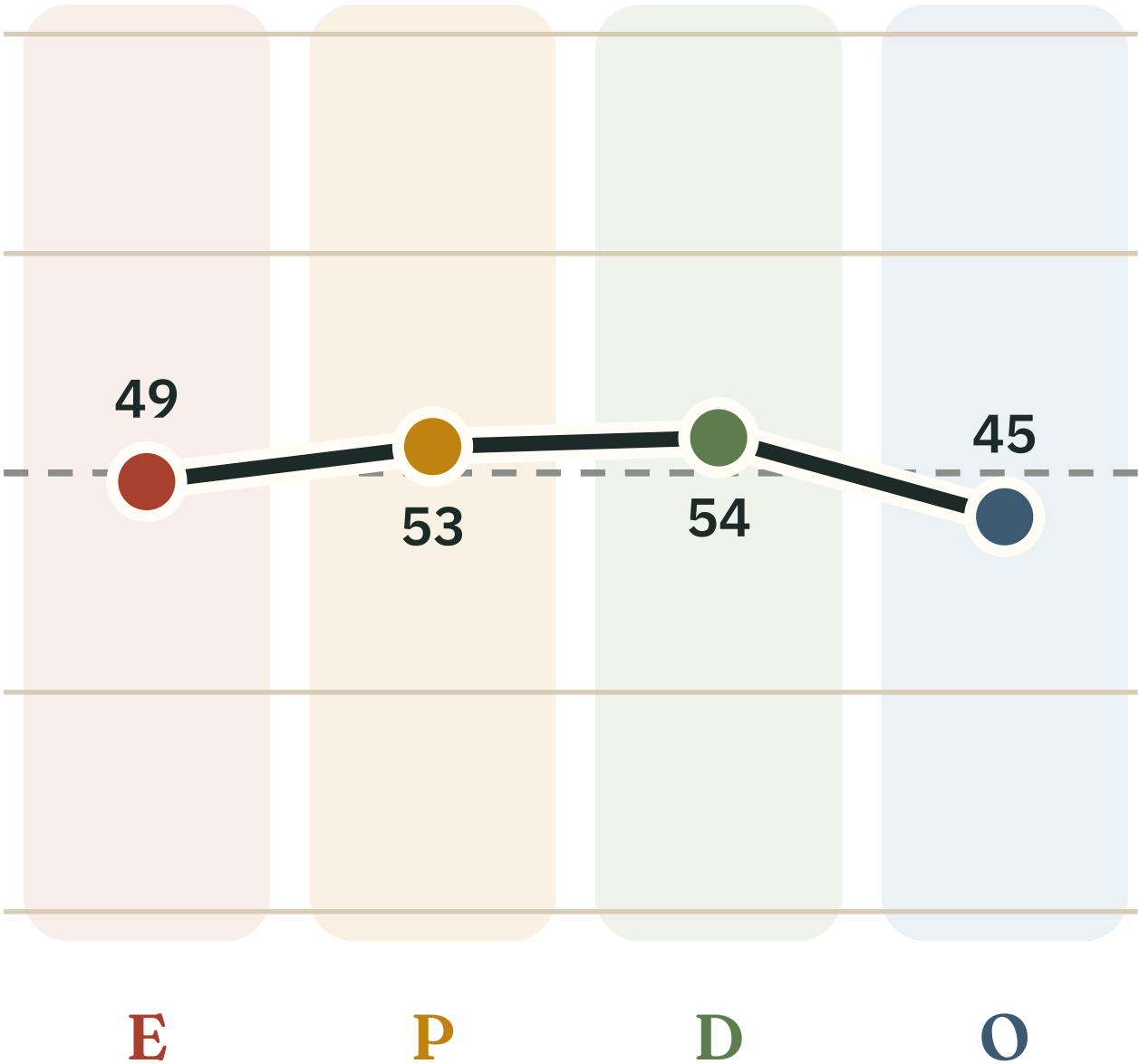
Graph II — Instinctive (team average)

What the team falls back on under pressure, when the working face becomes expensive to hold.



Graph III — Mirror (team average)

The team’s settled self-picture. The centre of gravity and coverage gaps are read here.



Reading the team’s graphs

What the three pictures say when you put them side by side.

The team's three graphs agree

Adapted, Instinctive and Mirror are close across all four styles. The face this team shows at work is close to the team it actually is. That costs the team little energy, and it makes the culture easy to read.

There is more peacock available than the team uses

Instinctive Peacock is 51, but the team's Mirror is 53 and its daily working style shows less. Under pressure, this team naturally has more peacock than its working pace reveals. That is free capacity, currently wasted.

Owl is low in all three graphs

Owl averages 45 in the Mirror, and it is low across all three team graphs. Only 1 member carry it as a primary style. This means the team's owl currently depends on individual heroics, not on the system. Nothing is wrong yet. Something will be, most likely where this style is not watching.

Team composition

Where each member sits, and how the styles distribute.

FAST - PACED

E

P

TASK

AT

SW

ML

RK

PEOPLE

DL

O

D

STEADY - PACED

MEMBER	BLEND	E	P	D	O
Aaron Tan	The Guardian · ED	60	43	57	40
Mei Lin Goh	The Host · PD	47	60	57	37
Ravi Kumar	The Host · PD	40	63	57	40
Sara Wong	The Showman · P	47	60	47	47
Daniel Lee	The Strategist · OE	53	37	50	60

Scores shown are Mirror-graph values. No member carries Dove as a primary style, the team's only structural gap.

Optimise — what this mix does brilliantly

Route the right work toward this team, on purpose.

- **Reliable delivery and handovers.** This team keeps its promises and finishes what louder teams start. Route the long, repeating, high-stakes-at-the-end work here: renewals, operations, support, quality runs.
- **Psychological safety.** People speak up here because the pace lets them. Use this team for work that needs bad news early: safety incidents, compliance, customer complaints.
- **Depth and mastery.** Steady members build deep skill over time. Give the team the work that rewards repetition and craft, not the work that rewards a new pivot every quarter.

Improve — the risks in this mix

Each risk with a concrete, small mitigation the team can start this month.

- **Necessary conflict postponed.** This team avoids disagreement until it becomes expensive. **Mitigation:** licence the disagreement with a standing agenda item "where do we disagree?" and a rule that no decision closes without one named objection.
- **Pace that hides problems.** Slow consensus can mask a stuck decision or a struggling member. **Mitigation:** every recurring meeting ends with one explicit next step and an owner, so agreement is distinguished from silence.
- **Change that arrives unannounced.** Sudden change costs this team more than others. **Mitigation:** changes get a one-week notice and a reason, in writing, before they land.

Coaching this team

For the team lead and the facilitator: how to run this specific group.

FACILITATOR'S PAGE

Meeting design, pairings and one team ritual

Meeting design for this mix

- Ask the highest-E and highest-D members to describe the same recent decision. The gap between their accounts is the team's pace tension, named safely.
- Give every recurring meeting a rotating "missing voice" role: whichever style is scarcest speaks first on risk, people, pace or evidence.
- Every meeting ends with owners and dates read aloud, so the team's energy does not write cheques its follow-through cannot cash.

Pairings that train the team

- Pair opposite corners of the style map on the next project kickoff: task-fast with people-steady. Contract openly for how they will disagree.
- Pair the highest-energy member with the most careful member on one deliverable this month.
- Pair the two members furthest apart on the style map to co-present one result.

One team ritual to install

Monthly, ten minutes: "What have we been misreading about each other?" One answer per person. A team that talks constantly still confesses rarely; the ritual converts the talking into trust.

The one debrief question that matters most

The team's quiet number is Owl (45 in the Mirror). Ask the room: who has been carrying the owl this team does not naturally provide, and what do they need from the rest of you? Let the silence after the question do the work.

Report validity

How to read a group view responsibly.

5 profiles, all completed with good confidence (68–82)

Paired questions (set 1) answered differently

Answers followed a screen-position pattern

Completed very quickly

Primary and secondary styles very close

Paired questions (set 2) answered differently

Group views combine self-reported profiles and show patterns for discussion — they are not exact comparisons between individuals. Team averages can hide individuals; always read this report next to the personal reports, never instead of them.

This report describes behavioural preference under the DOPE behavioural model (Dove, Owl, Peacock, Eagle). It is not a measure of ability, intelligence, integrity or mental health, and must not be used as the sole basis for hiring, promotion or termination decisions. Results are self-reported and compare each person's own preferences with each other, not with other people; interpret with a qualified facilitator. Group views show patterns for discussion, not exact comparisons between individuals. © Expect A Miracle · mylearninghub.asia

To re-import members into another group, scan each person's personal report PDF.

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