

RBA

Role-Based Assessment (FRBA)



To find how PSP 1 can benefit your organization, agency, or company, contact us at:

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"What really happens when people 'team' together?"

In 1984, two behavioral scientists Dr. Janice Presser and Dr. Jack Gerber set out to find an answer to that question ...twenty-five years of research and testing, including nine years of software development, produced a technology engineered to identify and organize the ways in which people interact in teams.

This 'new way to know' about teaming behavior was initially referred to as Role-Based Assessment (RBA). But as the importance of 'Role' in team interaction became clear, teaming technology and the 'Role-based approach' to understanding team performance gradually merged into the single, simple concept of Teamability®.

The Gabriel Institute was founded in 2001 to complete the evolution of the technology of teaming. Late in 2009, RBA became generally available as an online experience. By 2012, TGI Teamability™ and the Role-based approach had matured into a comprehensive suite of Role-based teaming metrics and team development methods, in use by over 100 corporate, institutional, and non-profit organizations worldwide.

TGI Teamability™:

- the ability to connect with others to form a productive team
- the ability to communicate in a coherent manner
- the most prominent characteristic of a team member
- a set of predictive metrics encompassing one's Role, Coherence, and Teaming

Characteristics as defined by TGI's Role-Based approach

This completely new 'technology of teaming' is not derived from personality or IQ testing, from EQ, strengths, or engagement surveys, or from any other familiar tools or methods. During the course of its development, Dr's. Presser and Gerber discovered some very useful and practical "metrics of 'teaming.'" They include:

- Role: a person's affinity for specific modes of service to the needs of a team
- Coherence: expressed as positive, flexible, constructive teaming behaviors
- Teaming Characteristics: individual styles of responding and relating to others
- Role-respect: the unique manner in which people of different Roles experience appreciation for others
- Role-pairing: known, replicable synergies between specific Roles
- Role-fit: an appropriate match between a person's Role and their assigned job
- Team-fit: structuring a team to include the Roles that are best-fit to the team's mission

In 2009, PSP was certified by The Gabriel Institute in the effective use of its instruments, providing its clients measurable business value from TGI's innovative ROLE based approach, theory and technology.

PSP is available to discuss how TGI Teamability™ can benefit your organization.