



Global TeamLEAD

YOUR PRISM® RESULTS, ONE SESSION AT A TIME

The PRISM® Companion

A self-guided workbook for making sense of your PRISM® profile: how you work, how your team works, and how to build team habits that stick. Built to be written in, talked through, and used with your team beside you.

YOUNG ADULTS EDITION · THREE SESSIONS

YOUR NAME

DATE STARTED

TEAM OR GROUP



SESSION ONE

How you work

The five PRISM® work style dimensions, and where you sit on each. You will need your profile and a pen.

READ

Five dimensions, one shared language

PRISM® describes how people tend to make decisions, communicate, respond to authority, manage uncertainty, and work with others. Each dimension is a continuum, not a box, and there is no single best place to sit; the difference is the useful part.

Your scores describe tendencies, not limits. Work through the five with your profile open: read, mark where you sit, record your score, then write where that lean has shown up lately.

PRISM® WORK STYLES · 1 OF 5

Power

The degree to which a team member uses a flat, egalitarian approach to leadership and decision-making versus a top-down approach.

Flat

Emphasis on equality and shared decision-making.
Informal, participative, collaborative.

Top-Down

Emphasis on hierarchical relationships and status.
Formal, respectful, directive.

Flat

Your score _____
Top-Down



Mark where you sit.



WORKING ACROSS IT Clarify when decisions should be collaborative and when directive, respect different expectations of hierarchy, and balance shared ownership with clear leadership when the moment needs it.

TEAM TALK How do we balance flat collaboration with clear leadership roles? When might we benefit from more structure, and when from less formality?

TEAMMATES WHO LEAN FLAT · TEAMMATES WHO LEAN TOP-DOWN

YOUR TURN

One place this showed up in how you lead or decide lately:

TEAM TIME

See where you stand

GROUP ACTIVITY

Form a small group. Picture a line running across your space, one pole at each end. For each dimension in turn, everyone stands at (or points to) the spot that matches where they sit, then pauses to look around before the next one. Which dimension spread you out the most? Whose spot surprised you? Give everyone a turn to say one thing before anyone responds.

WHAT I LEARNT FROM MY GROUP, OR WHERE MY THINKING SHIFTED

PUT IT TOGETHER · SESSION ONE

Q1. Rule a line from each dimension to its definition. Try it without looking back.

1. Power ☐

☐ A. The pace at which team members make decisions and complete tasks.

2. Risk ☐

☐ B. How explicitly a team member communicates information, feedback and expectations.

3. Identity ☐

☐ C. A flat, egalitarian approach to leadership and decision-making, versus a top-down approach.

4. Speed ☐

☐ D. How comfortable a team member is with uncertainty, change and new opportunities.

5. Messaging ☐

☐ E. Whether a team member prioritises autonomy, versus working with a group.

Q2. Each PRISM® dimension is best understood as:

- a) a personality box that sorts people into types
- b) a continuum, with no single best place to sit
- c) a ranking of leadership ability
- d) a score that stays the same in every situation

Q3. Your scores describe _____, not limits.

CHOOSE ONE tendencies · rules · types



SESSION TWO

How your team works

Mapping your differences, naming your challenges, and noticing who gets heard. Pick one real team to hold in mind for the whole session.

READ

Your style is only half the picture

Most teamwork problems are not about talent. They come down to how a team communicates, makes decisions, builds trust, and agrees on how to work together. This session turns the lens to a group around you: a project team, a sports side, a cast, a committee. Choose one and stay with it.

Map the team

Put the whole team on the page, marking where each person sits on every dimension using their initials. Pool your scores if you can; where you are unsure, place your best guess, then check it with them. Hold these lightly: a position shows how someone tends to respond first, nothing more permanent than that.

Flat	Power	Top-Down
Tolerant	Risk	Averse
Self-Directed	Identity	Group-Directed
Faster	Speed	Slower
Direct	Messaging	Indirect

THINK WITH A PICTURE · MAKE IT OBSERVABLE

Take your draft norm and fill the three zones. If a zone stays empty, the wording is not observable yet, so go back and sharpen it.

LOOKS LIKE	SOUNDS LIKE

FEELS LIKE

OUR NORM, REWORDED AFTER THE Y-CHART TEST