

RVEAL TEAM REPORT

YOUR TEAM PROFILE

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ORIENTATION

How To Read This

Your team has a distinct profile. Underneath the culture statements and the org chart, there is a real distribution of natural inclinations: the kinds of work this group gravitates toward effortlessly, and the kinds it has to actively push itself to do. This report visualizes that profile so you can manage your team's strengths intentionally, rather than discovering your blind spots by accident.

The Five Modes

RVEAL understands individuals through five primary working modes:

- **Relation:** The focus on people, connection, and team cohesion.
- **Vision:** The focus on the future, the why, and the big picture.
- **Exploration:** The drive to ask questions, test boundaries, and discover new possibilities.
- **Action:** The drive for momentum, execution, and getting things done.
- **Legation:** The focus on structure, process, and building things that last.

Rarely does anyone possess these in equal measure. A person's unique mix makes them distinctive, and the combined mix of those people is what defines your team.

Pacing And Alignment

The five modes tell you *what* kind of work the team gravitates toward, but not *how* they execute it. Two additional scales provide that context:

Energy measures the team's pacing: how it initiates, sustains, and derisks its work under pressure.

Coherence measures the team's alignment: how much of its collective effort translates directly into impact, versus how much is lost to internal friction.

A Team Is A Distribution

When you put several people together, their strengths add up unevenly. Some modes dominate because multiple people naturally lead there. Other modes lack coverage because no one does. This uneven spread dictates what happens easily and what requires heavy lifting. Work that aligns with a dominant mode tends to take care of itself. Work that falls into a gap tends to slip, or it falls on the one person who is slightly better at it, draining their capacity without anyone noticing.

There Is No Correct Shape

The natural instinct is to ask if your team is balanced. The better question is whether your team's profile *fits the work you are trying to do*. A team built to innovate leans heavily on Vision and Exploration. A team built to scale leans heavily on Action and Legation. One is not healthier than the other; they are simply tuned for different objectives. This report does not grade your team. It names your strengths, highlights your gaps, and leaves the judgment of fit to you.

Every Gap Is A Hidden Cost

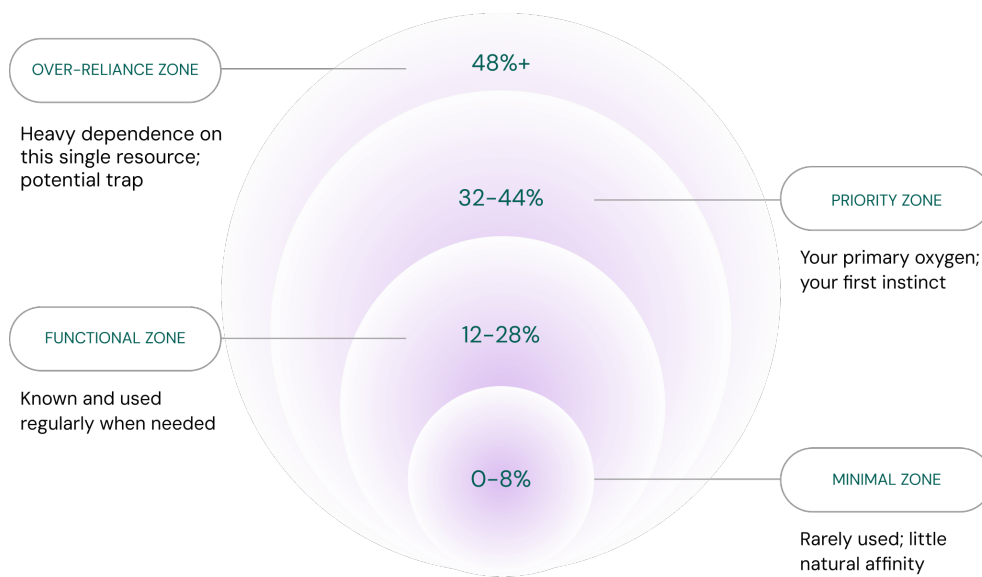
When a team lacks coverage in a specific mode, that type of work doesn't disappear. Someone absorbs it, usually at a personal cost. We call this a hidden tax. A team that lacks Legation (structure) pays this tax in constant rework and forgotten details. A team that lacks Relation (connection) pays it in quiet disengagement and unresolved conflict. The most useful thing this report does is surface these hidden costs early, while they are still easy to manage.

How To Read What Follows

An average hides the real story. A team of five sharp specialists and a team of five steady generalists can post the same average scores but behave completely

differently. The pages ahead show exactly who brings what. The compass shows how each mode is spread across the group, and the grid details each person's individual profile. From there, we outline your strengths, gaps, pacing, and alignment to help you apply this data to the work in front of you.

Your team's working modes are highly balanced. Because no single trait dominates the group's culture, the team is highly adaptable, though it may take longer to commit to a firm direction than a more specialized team would.



SECTION 1

AT A GLANCE



AT A GLANCE

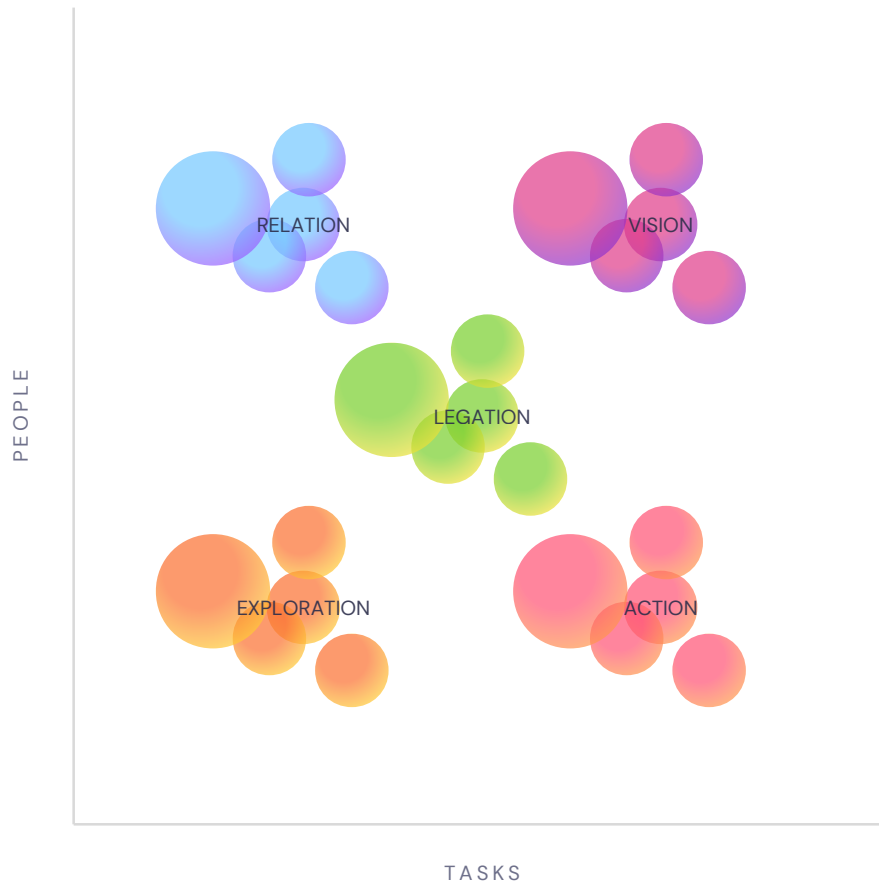
At A Glance

The team is a versatile and adaptable group that possesses the internal range to handle nearly any type of work. To maintain this advantage, the team must watch its reliance on solo owners for every major function, as this creates a risk of stalling if one person is absent.

Here is your team in two views. The compass plots every person on each mode so you can see how capacity is spread across the group rather than averaged into a single point. The grid lays out each person's complete profile side by side. This lets you see immediately who anchors each mode and where the team lacks coverage.

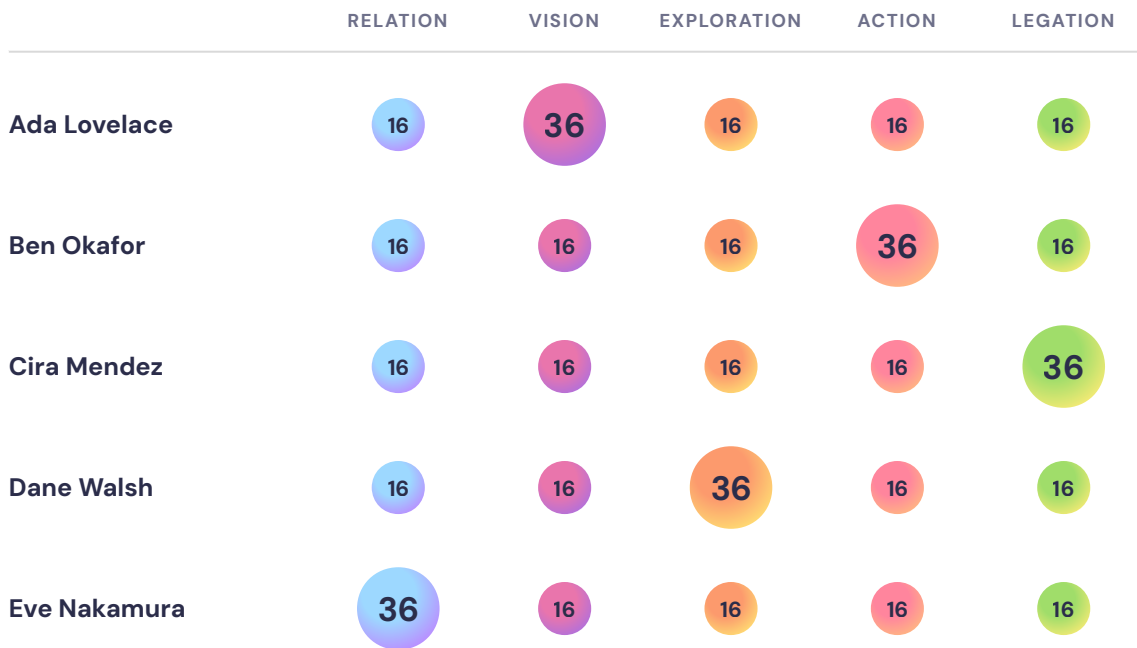
The Team Compass

Each dot represents one person in one mode, sized by how strongly they exhibit that trait. A tight cluster of large dots indicates several people lead in that area. A handful of small dots indicates the team is light in that mode.



The Team Grid

Each row is one person and each column is a mode. A larger circle indicates that a larger portion of that person's focus lives in that mode. Scan a column to see who carries it, or scan a row to see how one person operates.



SECTION 2

STRENGTHS



STRENGTHS

Where The Team Concentrates

The team is characterized by a balanced distribution of skills, which buys it the ability to pivot easily and act as a bridge between high-level concepts and execution. This versatility ensures that the group remains capable of handling diverse tasks without needing to look outside the team for specialized help.

Because an average obscures individual contributions, each mode below illustrates where the team leans. Every person becomes a dot positioned at their specific score. A dominant mode leans right, a quiet one leans left, and any unusually high score is capped so a single outlier cannot skew the picture. The shaded box covers the bulk of the team. The faint vertical line represents the neutral center. If the dots and box sit to its right, the team leans heavily into that mode.



As work progresses, this team relies on single, highly specialized owners for each phase. This means tasks must hand off from one owner to the next as they advance. The main risk lies in these transitions. Because no one carries the work across multiple phases, context can easily drop during handoffs, and a phase may stall waiting on the next owner. The team risks losing momentum when the deep expertise from one phase fails to transfer to the next.

No mode on your team is led by more than one person. Every strength rests on a single leader, making ownership completely unambiguous. The risk is that every strength is one absence away from disappearing, as the team holds no backup capacity anywhere. If a leader is pulled away or leaves, the mode they carry goes completely unmanaged. To protect your capabilities, ensure a second person is familiar enough with the work to step in when a leader is absent.

Where the team leans is one half of the story. The Coherence and Energy sections in the pages ahead show how much energy sits behind that lean and how cleanly it converts to impact.

SECTION 3

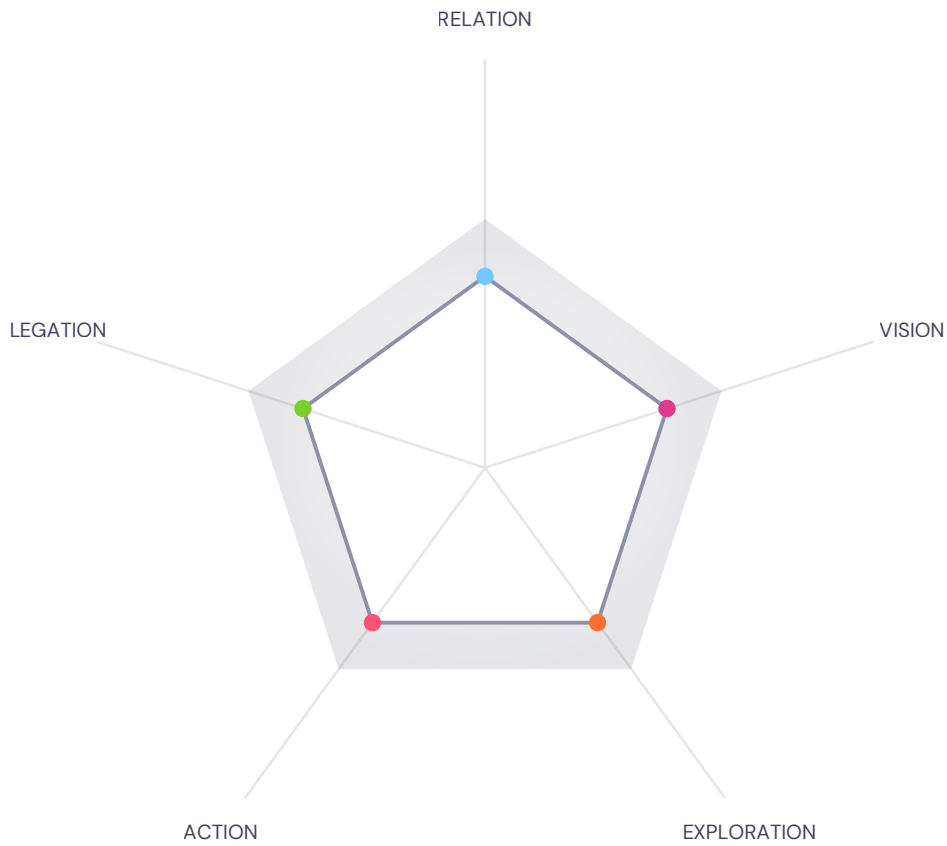
BALANCE



BALANCE

Distribution And Balance

Balance is not the goal for every team, but knowing how even or concentrated you are tells you how much you will have to stretch. The shape below is your full mode mix laid over an even-team baseline. Where the solid shape pushes past the dashed ring, that mode is strong; where it pulls inside, the team runs thin.



Your team possesses the five modes in nearly equal amounts, meaning no single capability is weak enough to cause a bottleneck. This profile allows the group to handle

almost any type of work without needing outside help because you already have the necessary skills internally. The downside is a lack of natural specialization. An even spread means the team has no obvious default approach. As a result, the group may take longer to commit to a direction and can appear capable but unfocused when speed is more important than versatility.

A balanced team already has the necessary range of skills; what it needs is a faster decision-making process. The mode most likely to be overlooked is Relation, which tends to surface last when no single trait dominates. Before starting the next major project, explicitly state which working mode the task requires and ensure Relation is actively assigned rather than hoping someone simply picks it up.

SECTION 4

COHERENCE



COHERENCE

Pulling Together

Distribution tells you how even the team is; coherence tells you whether that spread pulls together. Coherence is the team's energy conversion rate: how much of its effort turns into impact, and how much is lost to friction. Each person sits somewhere from fully convergent, where their inner drive and outward presence both match their core and energy lands as impact, to fully divergent, where both pull away and the same result costs more. Two states sit between, where only the inner or only the outer side has drifted. Here is how the team divides.



- Internally divergent: 5

This team spends more effort trying to adapt to their roles than they do on actual production. This inefficiency does not always show up as missed deadlines. Instead, the team forces the work over the line while suffering from fatigue, frequent stalling, and unspoken disengagement. Often, the only visible metric is employee turnover. The people most aware that they are in the wrong roles are usually the first to find better opportunities elsewhere. The team's performance might look stable until it suddenly breaks, because the core issue is a structural mismatch, and applying more pressure only increases burnout.

When this team experiences friction, it happens internally. Certain members are forced to rely on skills that go against their natural inclinations just to fulfill their roles. Because the final work still gets delivered, standard performance metrics will look fine while the individuals silently face burnout. This often manifests as a slow drop in enthusiasm, a reduction in voluntary extra effort, and eventually unexpected resignations. To resolve this, you need to adjust who handles specific tasks so that more people are working in alignment with their natural strengths.

Friction here is not a flaw and not anyone's fault. It is a cost to notice and manage, because work that quietly drains people is the kind that does not last.

SECTION 5

GAPS



GAPS

Where The Team Lacks Coverage

The team faces a significant gap in backup coverage across Relation, Vision, Exploration, Action, and Legation, as each mode depends entirely on a single person. The first move is to implement a buddy system where each primary owner pairs with a second person to share context and build redundancy.

A strength names what the team does easily; a gap names what it has to push for. Below is who leads each mode. Where a single name carries a mode, that work rests on one person. Where no one leads it, the mode is a hard gap: the work still has to happen, and it usually falls on whoever is least drained by it, at a quiet cost.

Relation	Eve Nakamura
Vision	Ada Lovelace
Exploration	Dane Walsh
Action	Ben Okafor
Legation	Cira Mendez

The team is organized around a series of individual dependencies that create a risk of operational fragility. Since Relation, Vision, Exploration, Action, and Legation each rest entirely with a single person, the group lacks the redundancy needed to maintain its functions during absences or high workloads. This pattern suggests that if the specific individuals responsible for long term strategy or team cohesion are unavailable, the group may lose its sense of purpose and unity. The capacity for testing new ideas, driving task completion, and maintaining organizational systems is also concentrated in solo roles, which tends to leave the team vulnerable to sudden bottlenecks.

The team should adopt a model of shared ownership by pairing each primary lead with a designated second. This move builds the necessary redundancy to ensure that strategy, execution, and group morale remain stable when any individual contributor is unavailable.

SECTION 6

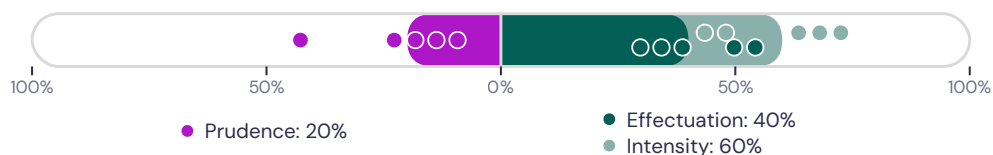
PACING AND CAPACITY



ENERGY

Pacing And Capacity

The modes are the team's compass; the energy scales are its engine. Three of them measure how the team makes and sustains effort: Effectuation is the reserve to finish what it starts, Intensity is the surge it brings under pressure, and Prudence is the brake that keeps it deliberate. Below is the whole team plotted on that engine.



This team initiates projects quickly but lacks the follow through to finish them. They prioritize exploring new directions over completing existing tasks, meaning they open new initiatives faster than they close them. The team feels highly productive because there is constant activity. However, the lack of completion means they often stall near the end of a project. They might consider a task mostly done and move on while the unfinished details pile up behind them.

The solution is strict discipline around finishing tasks. Adding more motivation will only widen the gap between starting and completing. Enforce strict limits on work in progress: the team must finish and deliver current tasks before starting anything new. Create a concrete definition of done that requires a final deliverable, because this team often mistakes eighty percent for complete. Assign a specific person to push the final twenty percent across the finish line for any project that stalls.

Who Provides Specific Momentum

Capacity is not distributed evenly across the team. When a project requires a specific type of momentum or risk management, these are the individuals who naturally supply it.

Rapid Execution

INTENSITY

Ada Lovelace

Ben Okafor

Dane Walsh

Sustaining Momentum

EFFECTUATION

Ada Lovelace

Ben Okafor

Risk Mitigation

PRUDENCE

Cira Mendez

That completes the overview of the team's capacity. The next section shifts focus to the individuals, detailing how each person approaches their work.

SECTION 7

YOUR PEOPLE



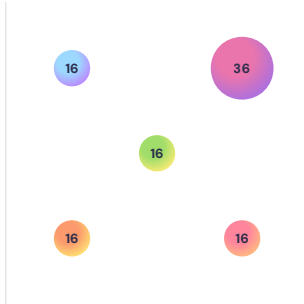
YOUR PEOPLE

The Individuals Behind The Profile

The team's overall profile is composed of real people, each with their own distinct approach to work. Below is each person plotted on their own compass, showing their primary working modes. The position of each circle indicates the specific mode, and the size indicates how strongly that mode influences their daily work. Use this section to identify who naturally handles specific types of tasks.

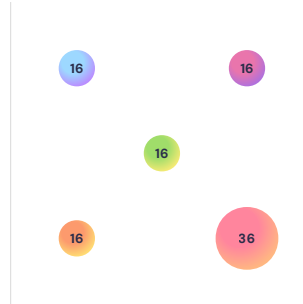
Ada Lovelace

VISION



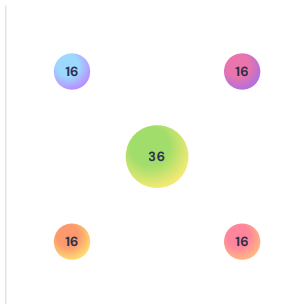
Ben Okafor

ACTION



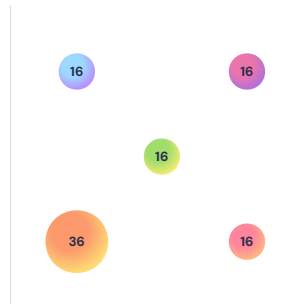
Cira Mendez

LEGATION



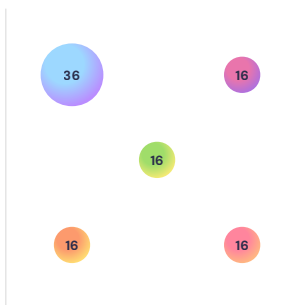
Dane Walsh

EXPLORATION



Eve Nakamura

RELATION



Ada Lovelace

Ada leads in Vision, providing a focus on the future and the strategic purpose behind the team's work. She brings a high-intensity approach to initiating projects and possesses a natural drive to see them through to completion.

Lean on her during the earliest phases of a project to set a clear direction and ignite the team's momentum.

Ben Okafor

Ben leads in Action, serving as the primary driver for momentum and task execution. He brings a strong ability to sustain effort over time and ensures the group remains focused on moving work forward.

Ensure he has clear paths for delivery, as he carries the team's execution capacity as a solo lead.

Cira Mendez

Cira leads in Legation, bringing the structure and organizational process needed to make the team's efforts sustainable. She acts as a coordinator who keeps different project phases aligned and ensures details are not forgotten.

Deploy her to manage complex handoffs between owners, where she can mitigate the risk of lost context.

Dane Walsh

Dane leads in Exploration, providing the team with the curiosity to test boundaries and discover new possibilities. He brings a surge of energy to the early stages of problem-solving and questioning.

Use him to vet new initiatives and identify potential breakthroughs before the team commits to a firm path.

Eve Nakamura

Eve leads in Relation, focusing on the people side of the team and ensuring strong interpersonal connections. She is a reliable anchor for team cohesion and manages the group's collective engagement.

Look to her to maintain morale and bridge social gaps, especially during periods of high pressure or transition.

Viewed As A Whole

Each person brings their own strengths. The next section explains how those individual capabilities combine to form a single functional unit, and who to assign when a project requires a specific approach.

SECTION 8

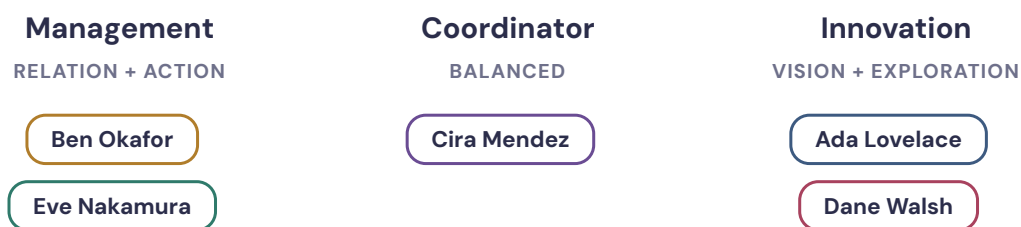
FIT



FIT

How You Work Together

A team operates as a single unit, but different types of projects require different skill sets. Some members naturally focus on management, prioritizing team coordination and task completion. Others focus on innovation, identifying future goals and exploring new methods. A balanced few bridge the gap between the two. Those who focus on creating processes provide stability for both sides. Knowing where each person sits allows you to assign the right people to the right phases of a project.



Your team operates primarily as a **Value Translator**. Because the group balances innovation with execution, they can easily bridge the gap between those who invent ideas and those who build them. Translating between these two groups is a significant structural advantage. The primary risk is a lack of sustained focus. Because the team is capable of handling multiple types of work, they often spread their attention too broadly, making it difficult to commit fully to a single priority. In an environment that demands highly specialized technical expertise, this bridging role can sometimes be viewed as secondary. To protect this advantage, explicitly define this coordination as a core team function and force the group to focus on one major initiative at a time.

The team currently lacks the depth to own any of its capabilities outright. Although the team can facilitate ideas that ship, invention that scales, and people-aware delivery, these outcomes remain fragile because Vision, Action, Legation, and Relation are each led by only one person. Every capability is one absence from stalling, as the team relies on individual leads rather than redundant coverage.

The most exposed capability is ideas that ship, as it rests on Vision and Action, which both risk stalling the team's primary delivery paths. A single absence in Action would simultaneously compromise both this and people-aware delivery. To protect these capabilities, the move is to staff or partner for additional leadership in Action.

Fit sorts people by the kind of work; the Engine section sorts them by the kind of energy. The strongest name for a mode and the strongest name for a push can be different people, so read the two together.

SECTION 9

PUTTING IT TO WORK



PUTTING IT TO WORK

Applying Your Capabilities

A team's shape is not good or bad on its own; it fits some objectives more naturally than others. You know the objective in front of you. Below are three common missions and how this team's shape serves each, including who to put forward. Treat them as a lens, then point it at your own goal.

Invent To Create Something New

Requires Vision and Exploration.

Ada Lovelace

Dane Walsh

This team approaches invention by pairing the strategic foresight of Ada Lovelace with the experimental drive of Dane Walsh. Together, they can explore new ideas while ensuring every breakthrough serves a larger purpose.

Scale To Grow And Run What Works

Requires Relation and Action.

Ben Okafor

Eve Nakamura

To scale and run established processes, the team relies on Ben Okafor to drive execution and Eve Nakamura to maintain group unity. This combination ensures that increased output does not come at the cost of team health.

Translate To Bridge The New And The Proven

Requires balance across both.

Cira Mendez

As a balanced team, Cira Mendez is the natural lead for bridging the new and the proven. She uses her focus on structure to coordinate between invention and delivery, keeping the entire team in sync.

The team is best shaped for Translate missions where it can bridge the gap between creative invention and practical delivery. To widen its range, the group should implement strict limits on new initiatives to ensure that its high starting energy is focused on finishing current work.

SECTION 10

EXECUTIVE SUMMARY



THE READ

Executive Summary

Equinox Team is a versatile and adaptable unit built to serve as a Value Translator, bridging the divide between visionary concepts and practical execution. With a rare balance across all five modes, the team possesses the internal range to handle complex, multi-stage projects without requiring outside intervention, making the group an invaluable asset for navigating the space between the new and the proven.

The team's greatest opportunity lies in moving from individual effort to collective resilience by addressing its internal divergence. While the group currently delivers through significant personal adaptation, aligning individual roles more closely with natural strengths will transform this friction into sustained impact. By cultivating shared ownership and a disciplined focus on completion, Equinox can evolve from a collection of solo experts into a high-coherence engine capable of scaling its successes with much greater ease.

Next Steps

To transition from a versatile group to a resilient and high-impact unit, the team should focus on stabilizing its dependencies and finishing its starts.

Formalize Secondary Leads. Each primary lead should pair with a designated second to share context and build redundancy. Ada Lovelace and Ben Okafor should prioritize cross-training others in their respective areas to ensure that strategy and execution paths never stall due to a single absence.

Enforce a Work-in-Progress Limit. The team often initiates projects more quickly than it finishes them, leading to a pile-up of nearly-done tasks. Cira Mendez should lead the implementation of a strict cap on active projects, requiring the group to deliver one major initiative before opening another.

Redefine the Finish Line. Because the team tends to move on when a task is mostly complete, they must adopt a concrete definition of done. Ben Okafor can drive this by requiring a final, verified deliverable for every project, ensuring the final twenty percent of the work is never overlooked.

Realign Roles for Sustainability. To reduce internal friction, the team should periodically review task assignments against natural strengths. Moving people toward work that matches their core profiles will help preserve enthusiasm and prevent the quiet burnout that currently limits the team's overall impact.

In Conclusion

Equinox Team has the rare potential to be a complete unit that leaves nothing to chance. By choosing to build redundancy into its expertise and discipline into its delivery, the team will unlock its full power as a bridge between the possible and the practical. This journey toward greater alignment and shared strength will ensure that the team's versatility becomes its greatest, most sustainable competitive advantage.