



## Welcome to the Team Assessment Diagnostics Tool Lite Version

The team assessment tool helps team leaders quickly highlight where their team's EQ (emotionally intelligence) strengths lie, and what they need to address.

The following outlines what is covered in this "lite version" questionnaire:

**ALIGN:** When team members are fully aligned, they all share a common vision, purpose, and set of core values, and everyone will have agreed on the strategic direction, goals, and business priorities of the organisation

**BELONG:** Teams with a strong sense of camaraderie and belonging will have created a psychologically safe and trusting environment to work in. Team members will "have each other's backs", will take more risks, and will also be comfortable sharing new ideas or truths without fear of being ridiculed or it backfiring on them.

**BREAKTHROUGH:** Teams with a strong breakthrough culture have members that are comfortable giving and receiving constructive feedback, and fully accept that positive conflict has a part to play and is something to embrace, to quickly address and resolve issues, and for building deeper team connectivity.

**SUSTAIN:** Teams that sustain peak performance and effectiveness are those that have put in place the right monitoring processes, protocols, health checks, and systems to support team members when they face set-backs, hit up against barriers or are experiencing significant business change.

This lite version of the team assessment tool will provide you as the leader a picture in real time, so be ruthlessly honest when doing the survey to get the best results.

## How to rate your scores

You can use the following to assess your team overall and by individual pillar:



Low: 1.00 - 3.20

A low overall score (below 3.2) or a low score in any one of the pillars will pin point where you need to prioritise.



Medium 3.21 - 3.79

A medium overall score (between 3.21 – 3.79) suggests your team has some overall strengths, but perhaps some elements could be stronger. Your team, however, may already have a good foundation from which to build on.



High 3.80 – 5.00

A high overall rating in any pillar suggests the team has some strengths which means it is well on the way to developing and sustaining a healthy highly motivated thriving team capable of optimum performance.

Having completed this lite survey, you will be able to quickly pin point where you perceive your strengths to be, and where you need to prioritise to make improvements.

Your next step would be for you as the leader to do the more comprehensive questionnaire and to invite each member of your team to do the survey also in confidence.

To make it confidential so that team members can be authentic, we can help you by delivering the questionnaire to each team member, get them to send it back to us, and then do the analysis and report, so if you don't want to do it yourself, contact me, Tim Donovan, on 07802 170 448.



## Principles for Creating a Healthy, Productive and Highly Motivated Team (Lite Version)

Align	1 (low)	2	3	4	5 (high)
	Never	Rarely	Occasionally	Often	Always
Team members have clarity on the shared purpose, vision, values, and strategic direction of the company					
Team members believe they personally embody the core values and operate out of them day to day					
Team members support group decisions even if they initially disagree or are counter to personal goals					
Team members are willing to challenge, and openly debate to clarify the direction of the company					
Team members take personal responsibility for improving team performance when collective goals are not being achieved					

Average Score

Belong	1 (low)	2	3	4	5 (high)
	Never	Rarely	Occasionally	Often	Always
Team members feel safe challenging other members outside their own area of responsibility					
Team members are comfortable expressing vulnerability and admitting mistakes to each other					
Team members feel that if they ask for help or advice it will not backfire on them					
Team members readily and publicly acknowledge each other when good work is done					
Team members believe sensitive communications will remain confidential					

Average Score



## Principles for Creating a Healthy, Productive and Highly Motivated Team (Lite Version)

Breakthrough	1 (low)	2	3	4	5 (high)
	Never	Rarely	Occasionally	Often	Always
Team members will clear the air in a timely fashion when issues or negative behaviours need to be addressed					
Team members will direct their disagreements to the source rather than complain to others					
Team members will stay with uncomfortable feelings until there is collective insight on how to resolve problems					
Team members will hold each other accountable and confront issues when individuals under perform					
Team members experience professional and personal growth from embracing constructive feedback, and positive conflict					
Average Score					

  

Sustain	1 (low)	2	3	4	5 (high)
	Never	Rarely	Occasionally	Often	Always
There is a mentoring and development programme in place to grow and retain talent					
A process is in place to enrol and integrate new members quickly to minimise disruption to team dynamics					
Mechanisms are in place for enabling updated performance feedback					
Diversity makes a positive contribution to team effectiveness and performance					
The team has regular brainstorming sessions to link ideas to find better ways to solve problems and innovate					
Average Score					