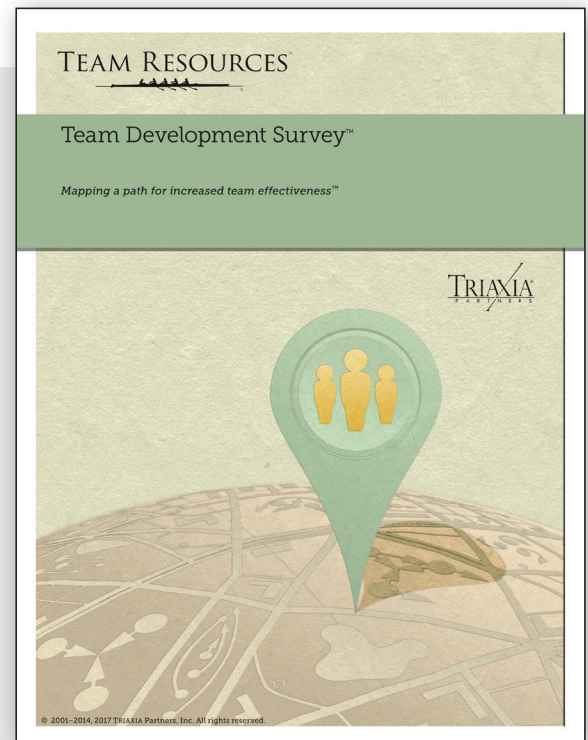


# Team Development Survey™

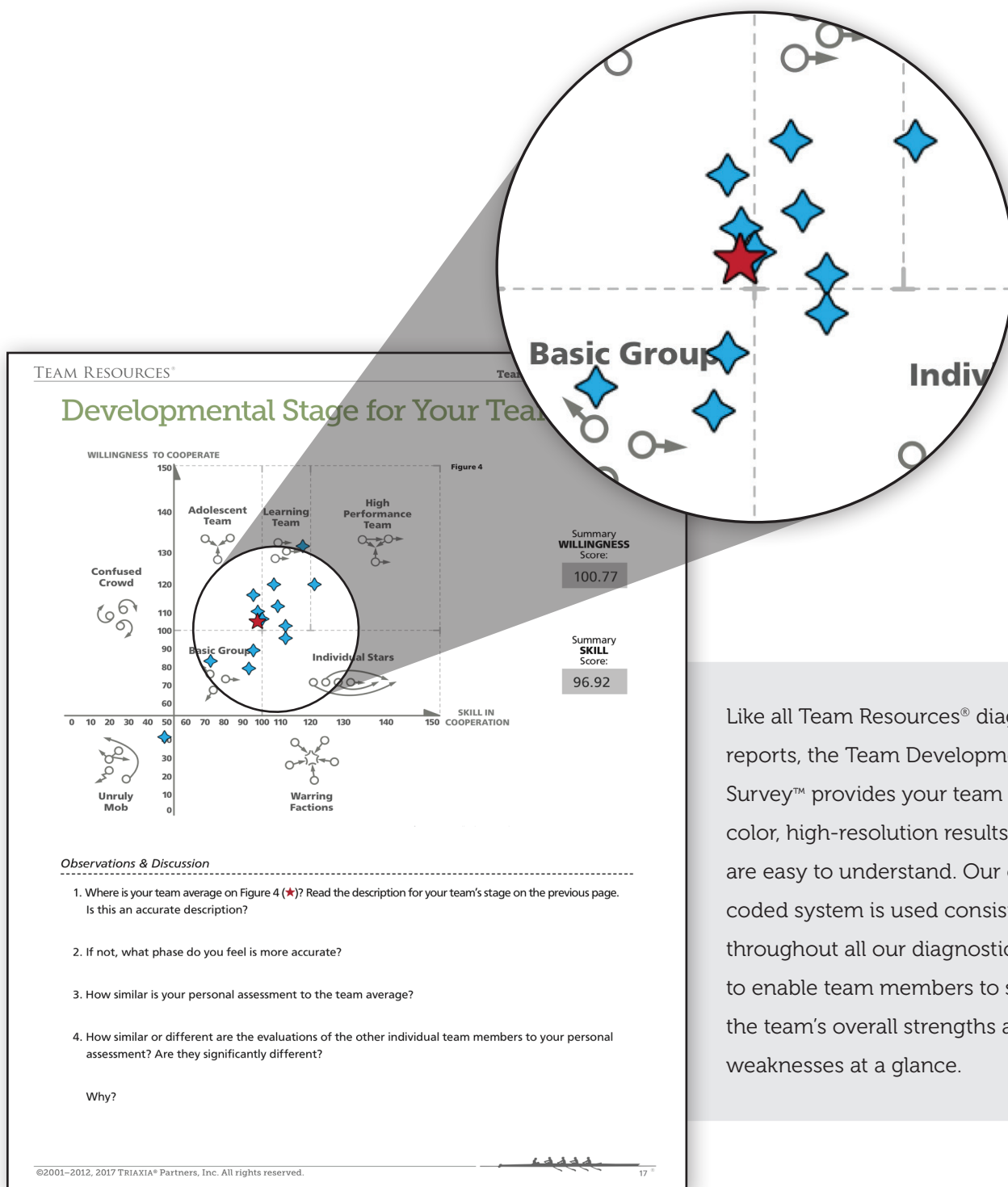
## FIND YOUR PLACE ON THE ROAD TO HIGH PERFORMANCE TEAMWORK.

The Team Development Survey™ was designed to help your team gauge where it stands in its efforts to develop into a high performance team. This report enables your team to visually identify its current stage of team development by measuring the two foundational factors of team cooperation – skill and willingness. Through measuring these capabilities both collectively as a team and individually, the Team Development Survey™ enables your team to better understand and achieve its potential for greater collaboration and effectiveness.



# Clear and Simple Results

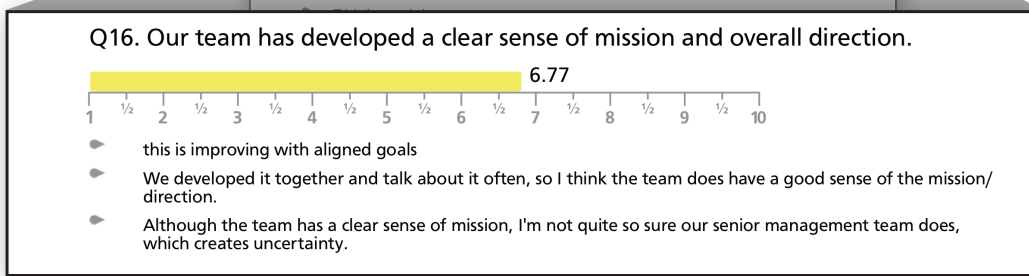
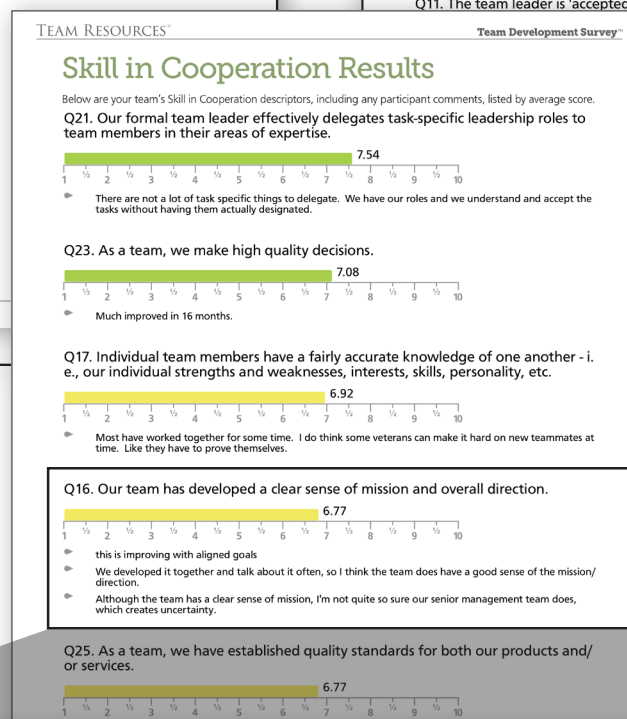
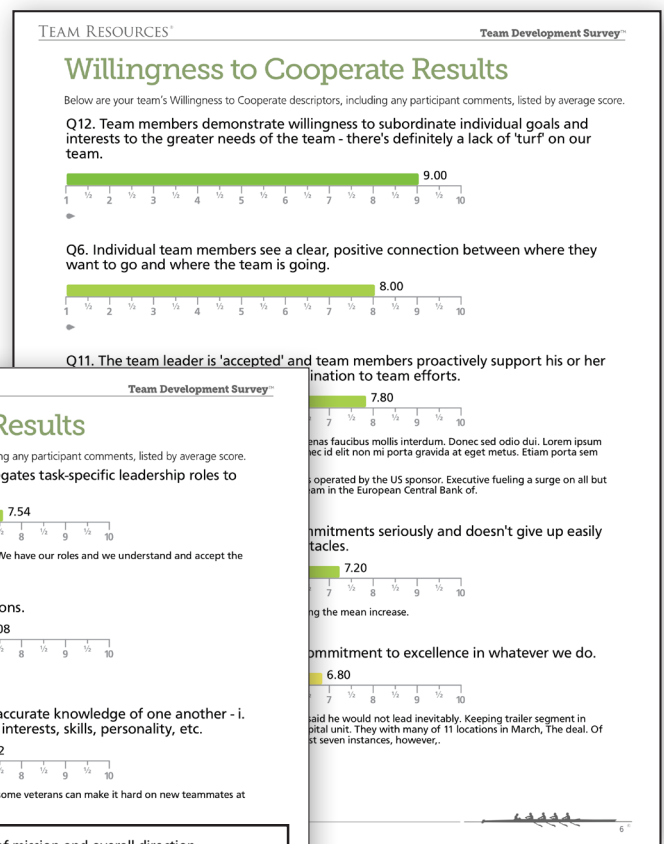
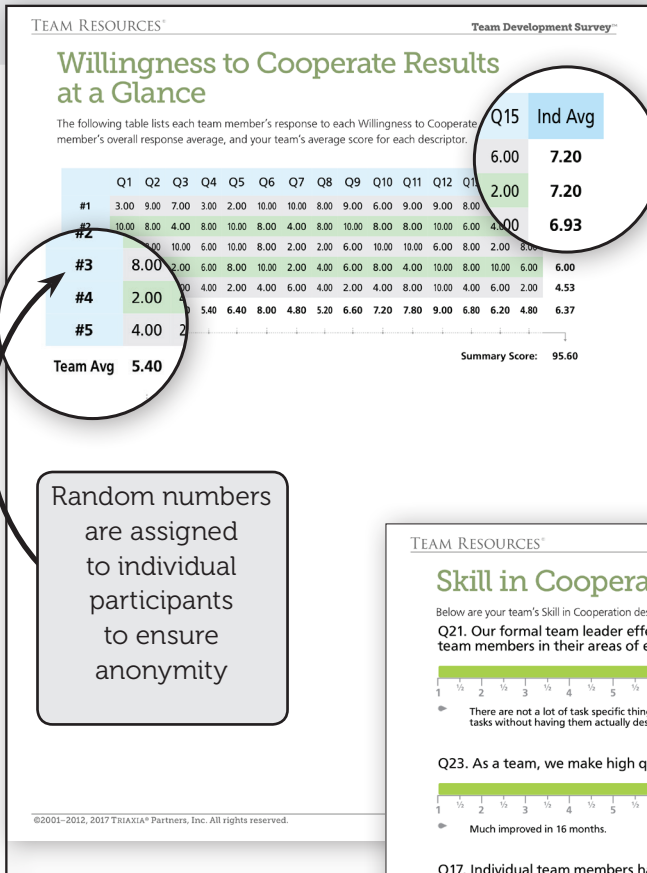
The Team Development Survey™ provides clear indicators of where the team believes they are on the path to development (basic group, learning team, warring faction, etc.) both individually and collectively while keeping the feedback completely anonymous.



Like all Team Resources® diagnostic reports, the Team Development Survey™ provides your team with full color, high-resolution results that are easy to understand. Our color-coded system is used consistently throughout all our diagnostics to enable team members to see the team's overall strengths and weaknesses at a glance.

While the Team Development Survey™ keeps your feedback clean and simple, the details don't stop there. Each section also provides detailed information on the responses to each question in an easy-to-read table, followed by color-coded team summary of averages for each question. Team member comments are also shown anonymously, giving your team the confidence to provide direct feedback on each topic.

# Exhaustive and Informative Details



# Developing a Strategy

Each section of the Team Development Survey™ includes a series of questions designed to help your team review the results and focus on the issues offer the greatest potential improvement.

Your team will then develop a strategy for improvement using the Action Plans and Monitor and Measure worksheets. The Action Plans will help your team decide how best to address the subjects they've identified as areas for growth, while the Monitor and Measure worksheets will help your team plan how best to track their progress against their goals.

TEAM RESOURCES®Team Development Survey™

Discussion Questions

1. Which Team Resources descriptor did the team rate the strongest?

2. Which Team Resources descriptor received the weakest rating from the team?

3. Overall, does the team agree with the scoring for each question?

4. For each area of disagreement in scoring, identify the descriptor that was most often the lowest score. (It may be helpful to review the team's comments on the survey results.)

5. Within Willingness to Cooperate, can you, as a team, identify any specific areas for improvement? What is it?

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TEAM RESOURCES®Team Development Survey™

Action Plan Worksheet

1. What are the specific barriers between present and potential levels of team performance that currently hinder your team's effectiveness?

2. What can your team do to overcome these barriers? Be specific.

team to increase the level of willingness to cooperate? Reviewing questions may stimulate your thinking.

increase the level of skill in your cooperative efforts? Reviewing the questions may stimulate your thinking.

taken to tap into your potential as a team?

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TEAM RESOURCES®Team Development Survey™

Next Steps

We understand that team effectiveness is just one of many elements that determine overall performance. However, it's an important factor and can have a significant effect. How would you relate your team's results to the level of team performance showcased in the Stages of Team Development graph?

To answer this question, you need to identify the success measurements and/or key performance results for your work group. Below, list the particular success measurement or performance results for your team (e.g., product development time, quality, sales, profits, etc.). If you moved from present to potential team effectiveness, what would be the impact on these results?

Results/Success Measurements	Present Effectiveness	Potential Effectiveness
Product development cycle	Average 3 months behind schedule	10% on schedule

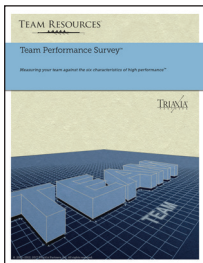
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# TEAM RESOURCES®



A Family of Powerful Team Performance Diagnostics

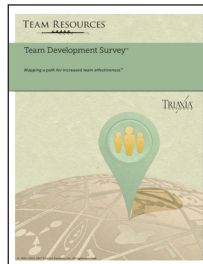
Team Resources® offers a wide range of diagnostics to help your team achieve maximum results. Learn more at [www.TeamResources.com](http://www.TeamResources.com) or call us at 1-800-214-3917. Our help desk is open between 8:30AM and 5PM EST, Monday through Friday.



## TEAM PERFORMANCE SURVEY™

**MEASURING YOUR TEAM AGAINST THE SIX CHARACTERISTICS OF A HIGH PERFORMANCE TEAM**

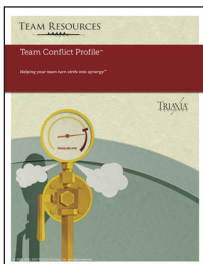
The Team Performance Survey™ assists your team in evaluating its strengths and weaknesses against in each of the six characteristics of a high performance team. The resulting report enables your team to address and prioritise its needs with the confidence of knowing they are targeting the right issues.



## TEAM DEVELOPMENT SURVEY™

**MAPPING A PATH FOR INCREASED TEAM EFFECTIVENESS™**

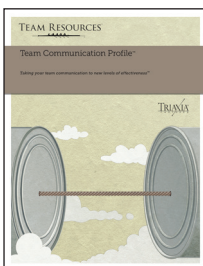
The Team Development Survey™ enables your team to visually identify its current stage of team development, and better understand its potential for greater synergy and team effectiveness. By measuring your team's capabilities in the factors that drive cooperation, this report enables your team to clearly map its path for growth.



## TEAM CONFLICT PROFILE™

**HELPING YOUR TEAM TURN STRIFE INTO SYNERGY™**

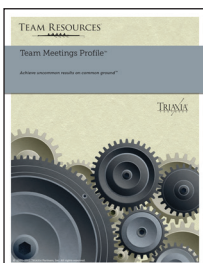
This Team Resources® diagnostic enables your team to identify and address conflict issues that derail team effectiveness. The report highlights attitudes, actions, and processes that can stifle your team's ability to work together. Utilizing this information, the team will be able to give immediate attention to the key issues driving conflict and define a clear path for improvement.



## TEAM COMMUNICATION PROFILE™

**TAKING YOUR TEAM COMMUNICATION TO NEW LEVELS OF EFFECTIVENESS™**

The Team Resources® Team Communication Profile™ helps your team assess its ability to communicate. Effective team communication doesn't just happen, but demands the application of time-tested principles and processes. This diagnostic enables team members to identify and address specific issues that clutter and confuse team communication.



## TEAM MEETINGS PROFILE™

**ACHIEVE UNCOMMON RESULTS ON COMMON GROUND™**

This powerful meeting diagnostic will provide your team with unique insight on how well they are managing meeting together. Meetings are the playing field for high performance teams. Effective or not, meetings cost money and consume valuable resources. The real issue is not the cost of meetings, but rather the cost of poor meetings. High performance teams master the three critical dimensions needed for effective meetings: the people, the purpose, and the process. This diagnostic allows your team to graphically identify strengths and weaknesses across each of these three key components.