Team Development Survey[™]

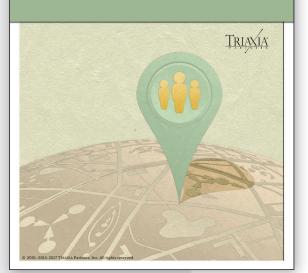
FIND YOUR PLACE ON THE ROAD TO HIGH PERFORMANCE TEAMWORK.

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.

TEAM RESOURCES

Team Development Survey™

Mapping a path for increased team effectiveness"



TEAM RESOURCES®

Teamwork is Cooperation at Its Highest Level

most of us work in a group setting where we roday, most of us work in a group setting where we are dependent, to some degree, on the work of others. The whole group must be effective for us to perform effectively as individuals.

- Teamwork is cooperation at its highest level. Teamwork is cooperation at its nightst level. Cooperation results from a desire to achieve goals that individuals alone are not capable of accomplishing. Therefore, we team up and pursue these outsized goals
- inereiore, we team up a in a cooperative effort. The higher the degree of cooperation, the better the Ine higher the degree of cooperation, the better the results. At a key point on the continuum, we begin to see the signs of synergy (Point A) and the group
- becomes a true team.
- Seeing cooperation as a relative concept allows us

members and the team itself. A team is a collection members and the team itself. A team is a collection of individuals who are often all over the continuum. Where each member stands on this continuum is a where each memoer stands on this contration is a member matter of individual choice. Every time a team member matter of individual choice. Every time a team membe noves a bit to the right, toward higher levels of cooperation, the effect moves the entire team to the

Team Development Survey

Notice in Figure 1 that the potential also exists for right as well. NORCE ILL FIGURE I UNEL LITE POTEITURE ADD ENDS IN negative levels of cooperation (Point B). We all have Regarive revers or cooperation (romin b), we an nave experienced times when the results of our cooperation were less than expected because either the group Were less than expected because either the group didn't possess the necessary skills for cooperation or it engaged in inappropriate competition or infighting. In such situations, we often conclude that we would rather work alone.

m's Results

by your team members on a ten (10) point scale Of the 30 questions, 15 addresses the Willingness in Cooperation. Your answers have been compiled each Team Resources Factor.

Team Development Survey

challenges for your team and is worthy of closer ving chart to assess your factor-specific scores:

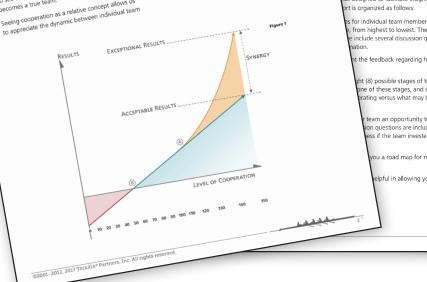
7–8.99	9-10	
Good	Excellent	
This range indicates your team often demonstrates this behavior. There is noderate room for nprovement.	Indicates your team almost always demonstrates this behavior. There is little room for improvement.	
nat designed to fac ort is organized as		
nation. nt the feedback pht (8) possibl one of these		
ion questi iess if the	opportunity to ons are included team invested	
ľ	ad map for mov- n allowing your	
2.0		

Team Development Survey ffectiveness

ative effort, let's return to our matrix with the two of our numeric scale along the two dimension re equidistant to portray the additive portion of itance between each number grows larger as the synergy found at higher levels of cooperation. passed by the two axes equals a team's total nt effectiveness - and few teams ever reach effectiveness – and rew teams ever reach ate potential effectiveness. This is what can de maximum effort. This is the payoff of ness: where you are now according to your

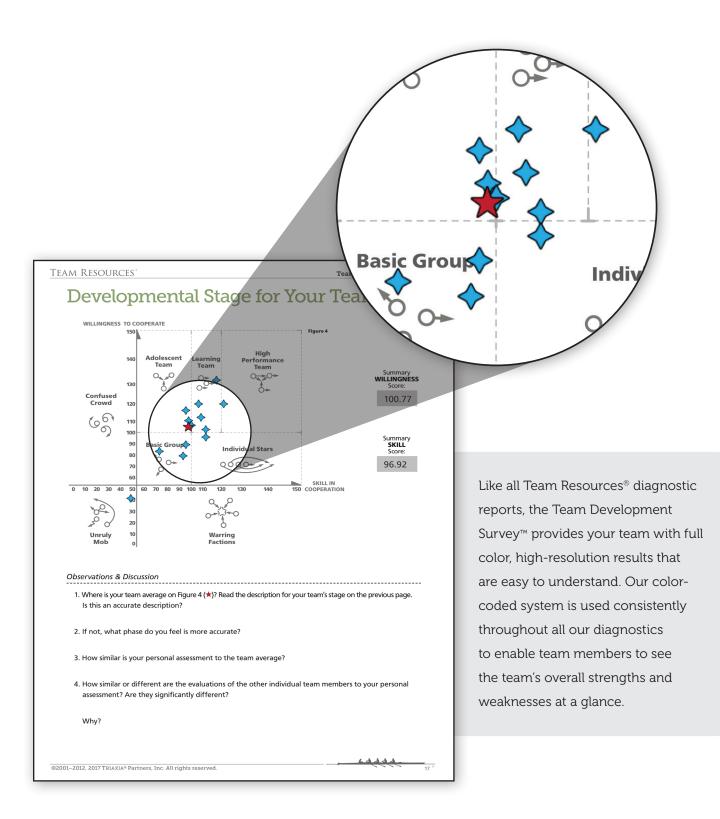
Willingness and 90 for Skill. We have the team members decided that with ively, thereby defining their potent

SKILL IN



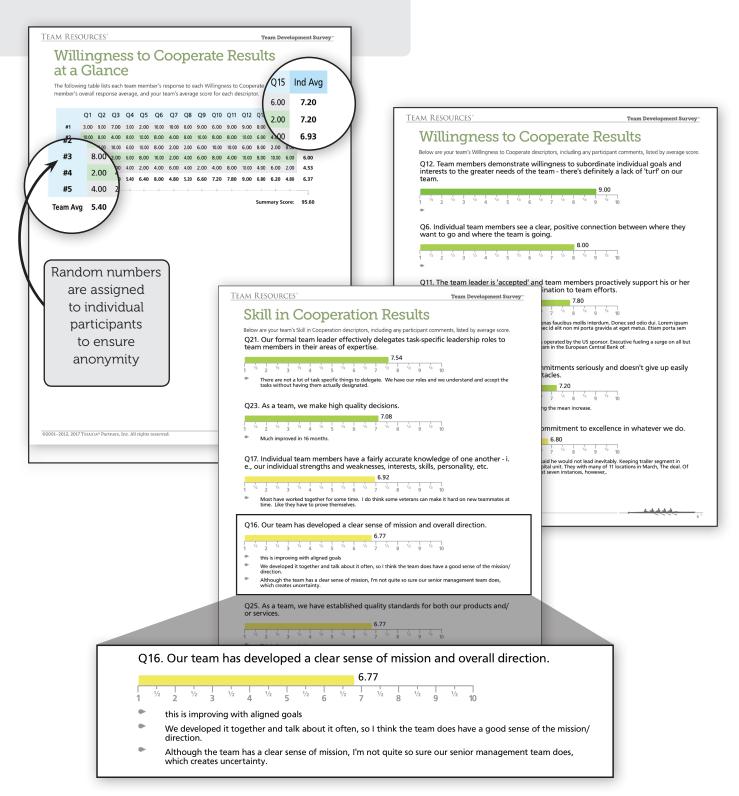
Clear and Simple Results

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.



While the Team Development SurveyTM 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.

eam Resources"	Team Development Survey				
Discussion Question 1. Which Team Resources descriptor did the team rate					
2. Which Team Resources descriptor received the weakest rating from the team?			TEAM RESOURCES* Team Development Surve Action Plan Worksheet 1. 1. What are the specific barriers between present and potential levels of team performance that currently hinder your team's effectiveness?		
3. Overall, does the team agree with the scoring for	each question?		2. What can your team do to overcor	ne these barriers? Be specific.	
4. For each area of disagreement in scoring, identify (It may be helpful to review the team's comment	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?			team to increase the level of willingness to cooperate? Reviewing uestions may stimulate your thinking.	
5. Within Willingness to Cooperate, can you, as a te development? What is it?	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? ate, can you, as a te Results/Success		ncrease the level of skill in your cooperative efforts? Reviewing the y stimulate your thinking.		
01–2012, 2017 TRIAXIA® Partners, Inc. All rights reserved.	Measurements Present Ef Product development cycle Average 3 mont	fectiveness v <u>s</u> behind schedule	Potential Effectiveness	aken to tap into your potential as a team?	
			·	rved.	



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 or call us at 1-800-214-3917. Our help desk is open between 8:30_{AM} and 5_{PM 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[™]

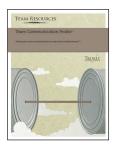
The Team Development Survey[™] enables your team to visually identify its current stage of team development, and better understand its potential for greater synergy and team effectiveness. By measuring your team's capabilities in the factors that drive cooperation, this report enables your team to clearly 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 ${}^{{}^{\rm TM}}$

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.