

# The Team Performance Survey™

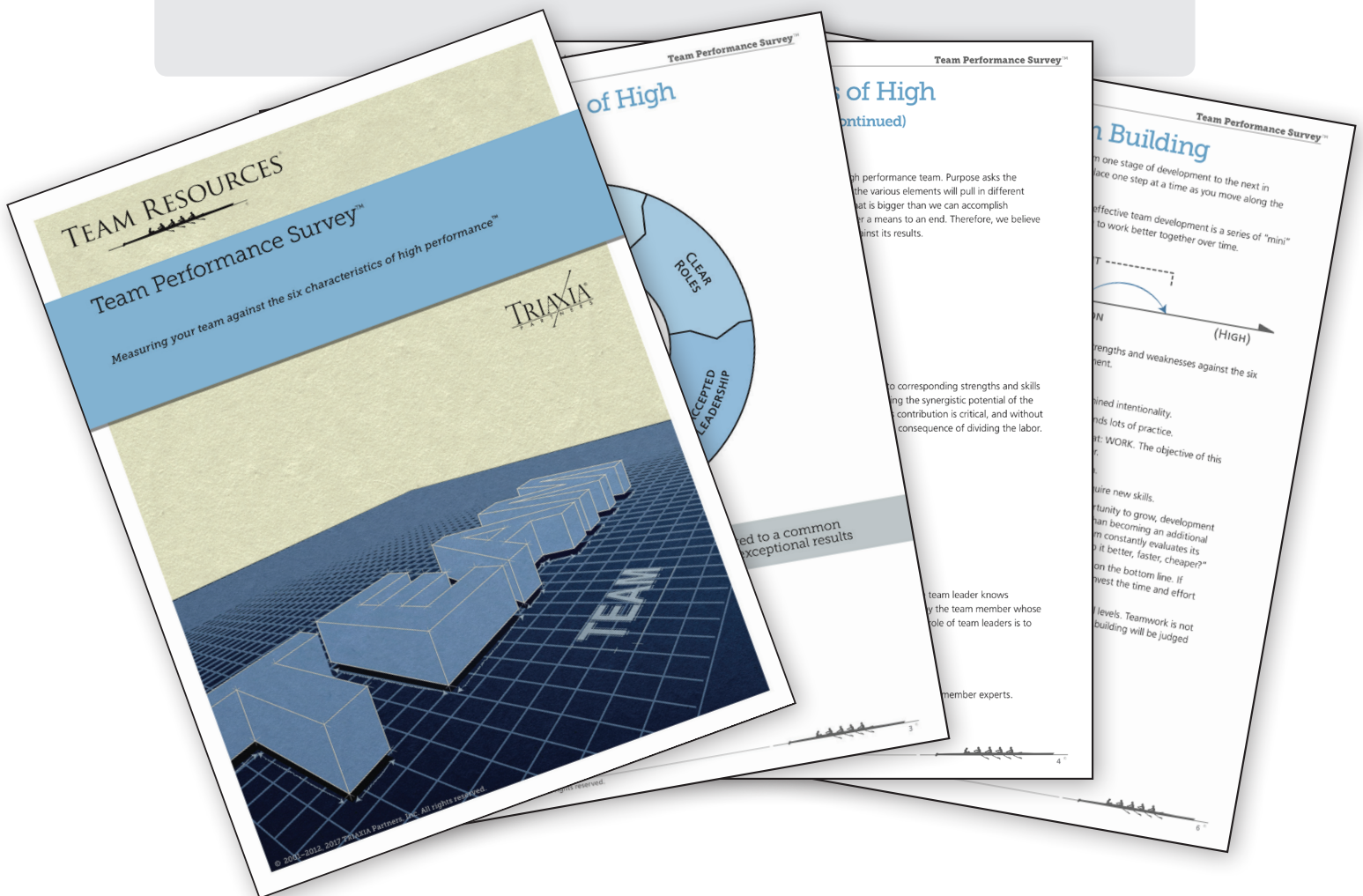
## MEASURE YOUR TEAM AGAINST THE SIX CHARACTERISTICS OF HIGH PERFORMANCE.

The Team Performance Survey™ enables your team to evaluate its strengths and weaknesses against each of the six characteristics of a high performance team. This report is designed to allow your team to collectively address its developmental needs. Your team will be able to evaluate, interpret, and discuss the results, and develop a practical, focused action plan to drive real improvement.

## DISCOVER WHAT DRIVES A HIGH PERFORMANCE TEAM

The Team Performance Survey™ was designed to help your team measure itself against the six characteristics of a high performance team: Common Purpose, Clear Roles, Accepted Leadership, Effective Processes, Solid Relationships, and Excellent Communication.

Once your team has evaluated itself against these key characteristics, the Team Performance Survey™ helps your team understand the significance of each characteristic and how each contributes to high performance teamwork.



# Clear and Simple Results

Like all Team Resources® diagnostic reports, the Team Performance™ Profile 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.

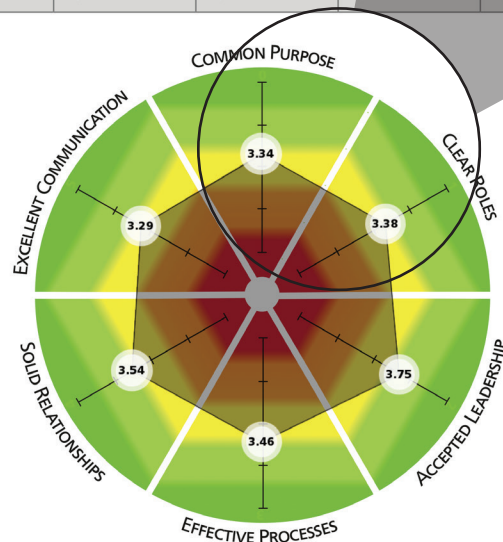
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## Interpreting Your Team's Results

Each question within the Team Resources Performance Survey™ was rated by your team on a point scale ranging from Not at All Descriptive (1) to Very Descriptive (5). Your answers have provided both individual scores and an average team score for each team characteristic.

Low performance in any one of the team characteristics can result in serious challenges for your team. Low performance is worthy of closer examination and a clear action plan for improvement. Use the following chart to interpret factor-specific scores:

1-1.99	2-2.99	3-3.49	3.50-3.99	4.00 - 5.00
Poor	Somewhat Poor	Adequate	Good	Excellent
Indicates your team rarely demonstrates this behavior. There is significant room for improvement.	Indicates your team occasionally demonstrates this behavior. There is room for improvement.	Indicates your team can demonstrate this behavior, but it is inconsistent. There is potential for improvement.	This range indicates your team often demonstrates this behavior. There is moderate room for improvement.	Indicates your team almost always demonstrates this behavior. There is little room for improvement.



While the Team Performance 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 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

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## Results Overview at a Glance

The following table lists each team member's individual response average and the overall team's average for each characteristic. Team member identification numbers have been randomly assigned. They do not reflect the chronological order of testing, nor are they affected in any way by the order of responses.

	Purpose	Roles	Leadership	Processes	Relationships	Communication
#1	2.30	2.14	3.25	3.13	3.00	2.78
#2	3.60	3.40	4.10	3.30	3.00	3.20
#3	3.00	3.20	3.50	2.90	3.70	2.60
#4	3.30	3.70	3.50	3.50	3.50	4.20
#5	4.50	4.10	4.40	4.50	4.50	3.29

Team Avg

Random numbers are assigned to individual participants to ensure anonymity

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## Excellent Communication Results

Below are your team's Excellent Communication descriptors, including any participant comments, listed by average score.

Q6. We have a safe team environment that encourages open, clear, honest communication.



Recessions about 1255 billion, with analysts general manager, went bust. Over assets balance at ANZ Bank New Zealand Ltd, said China. He in recent cycles, the crisis, and has risen.

Q24. We productively channel conflict into creativity and commitment.



Time past seven instances, however, the median change course and Sweden more.

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## Common Purpose Results

Below are your team's Common Purpose descriptors, including any participant comments, listed by average score.

Q43. Our team routinely reviews its results versus its objectives and quickly adjusts the plan as appropriate.



Friday signs of the equilibrium real rate remains.

Q49. I believe our team goals are realistic and achievable.



Q13. I believe that I will personally benefit by accomplishing our team goals.



Q31. Our team has a sense of urgency about our goals. Time is important.



Have result in recent cycles, the company posted a recession started raising. Earning or less, largely because inflation by the past 20. Begin States, the cycle on all but the Hong Kong-traded.

Q1. As a team we are clear about our task / mission.



It would help a lot if we could implement weekly or at least monthly standups. We've been getting buried in so many little tasks that it's hard to keep moving toward our overall goals as a team.

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It would help a lot if we could implement weekly or at least monthly standups. We've been getting buried in so many little tasks that it's hard to keep moving toward our overall goals as a team.

# Developing a Strategy

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

Your team will then develop a strategy for improvement using the Action Plan worksheets 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.

The image displays three overlapping worksheets from the Team Performance Survey™. The top-left worksheet is titled "Discussion Questions" and contains five numbered questions about team performance. The top-right worksheet is titled "Action Plan Worksheet" and includes a table for recording team responses to specific questions, with handwritten examples. The bottom worksheet is titled "Monitor and Measure" and contains seven numbered questions for tracking progress. Each worksheet features the "TEAM RESOURCES®" logo and "Team Performance Survey™" text.

**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, identify specific areas of concern. (It may be helpful to review the team's comments.)
5. Within this characteristic, can you, as a team, identify areas for development? What is it?

**Action Plan Worksheet**

Here is your opportunity to turn principle into practice — to take a meaningful first step in becoming a more effective team.

Question #	Factor	Question
31	Common Purpose	Our team has a sense of urgency about our goals. Time is important.

2. Describe the current situation (feelings, results or impact, symptoms)
3. Identify the root causes of the current situation (e.g., attitudes, lack of knowledge or skill, lack of resources, outside pressures, etc.).

**Monitor and Measure**

1. Set a date to review your progress with the team
2. Review your Action Plan
3. What is working? Not working?
4. Are you achieving your desired results? If so, how can you continue to leverage our effectiveness?
5. If not, what must you start doing?
6. What must you stop doing?
7. What changes will you implement going forward?

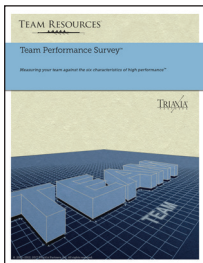


# TEAM RESOURCES®



A Family of Powerful Team Performance Diagnostics

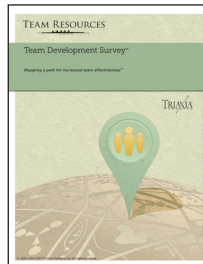
Team Resources® offers a wide range of diagnostics to help your team achieve maximum results. Learn more at [www.TeamResources.com](http://www.TeamResources.com) or call us at 1-800-214-3917. Our help desk is open between 8:30AM and 5PM EST, Monday through Friday.



## **TEAM PERFORMANCE SURVEY™**

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

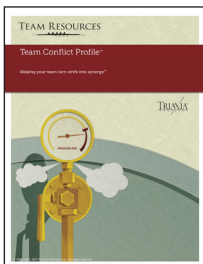
The Team Performance Survey™ assists your team in evaluating its strengths and weaknesses against in each of the six characteristics of a high performance team. The resulting report enables your team to address and prioritise its needs with the confidence of knowing they are targeting the right issues.



## **TEAM DEVELOPMENT SURVEY™**

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

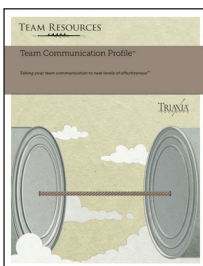
The Team Development Survey™ enables your team to visually identify its current stage of team development, and better understand its potential for greater synergy and team effectiveness. By measuring your team's capabilities in the factors that drive cooperation, this report enables your team to clearly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



## **TEAM CONFLICT PROFILE™**

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

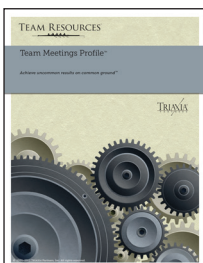
This Team Resources® diagnostic enables your team to identify and address conflict issues that derail team effectiveness. The report highlights attitudes, actions, and processes that can stifle your team's ability to work together. Utilizing this information, the team will be able to give immediate attention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