



Team Effectiveness Survey™

Sample Inc

01-Apr-2006

Jane Fonsley

Introduction

About Effective Teams

Today's progressive organisation relies on high quality Team Performance to get the job done.

Getting the members of a team aligned and all working on the same objectives using the combined skills in the team is essential to achieving the highest possible performance level.

If everyone agrees on a problem, the solution is easy to implement. If there is no agreement on the extent of problems, or lack of them, then progress is difficult, if not impossible to achieve.

The Team Effectiveness Survey

The Team Effectiveness Survey measures the characteristics of the Team from the viewpoint of the Team Leader as well as the Team Member.

This diversity of view is paramount in correcting any deficiencies in the Team's performance. Do the Members of the Team see things the same way as the Leader? Do the Team Members see the same issues? The Team Effectiveness Survey helps you find out the answers to these questions and points a way forward so that answer can become "Yes"!

This comprehensive assessment covers 6 key team effectiveness areas that reveal 19 components of a peak performance team:

<p>Vision and Goals</p> <p>Vision Objectives Roles Commitment</p>	<p>Capability</p> <p>Job Skills Job Knowledge Motivation</p>
<p>Support</p> <p>Team Members Team Leader Responsibility</p>	<p>Measurement</p> <p>Process Feedback - Regularity Feedback - Quality</p>
<p>Autonomy and Innovation</p> <p>Control Innovation</p>	<p>Performance</p> <p>Personal Team Leader Team</p>

How to Read the Report

Part 1

A graphical representation of the view of the Team across the Six Key Team Effectiveness Areas compared to the view of the Leader of the Team.

It would be rare to find the Team Leader and Team Members view in total agreement. However, for peak performance there should be correlation of views, if not exact agreement as to the level of performance.

Use this part of the report to get an overview of the Strengths and Weaknesses of your team and the degree of agreement between the Team and the Team Leader. (close correlation occurs where the lines are parallel, even if the absolute scores vary)

Part 2

Drills down to the elements that make up each of the six Key Team Effectiveness Areas to enable a closer analysis of where the Team Leader and Team Members may disagree or where both agree on the strengths and weaknesses of the team.

Part 3

The score for every behaviour that makes up the Six Key Team Effectiveness Areas is presented as Your Individual View compared to the overall Team View.

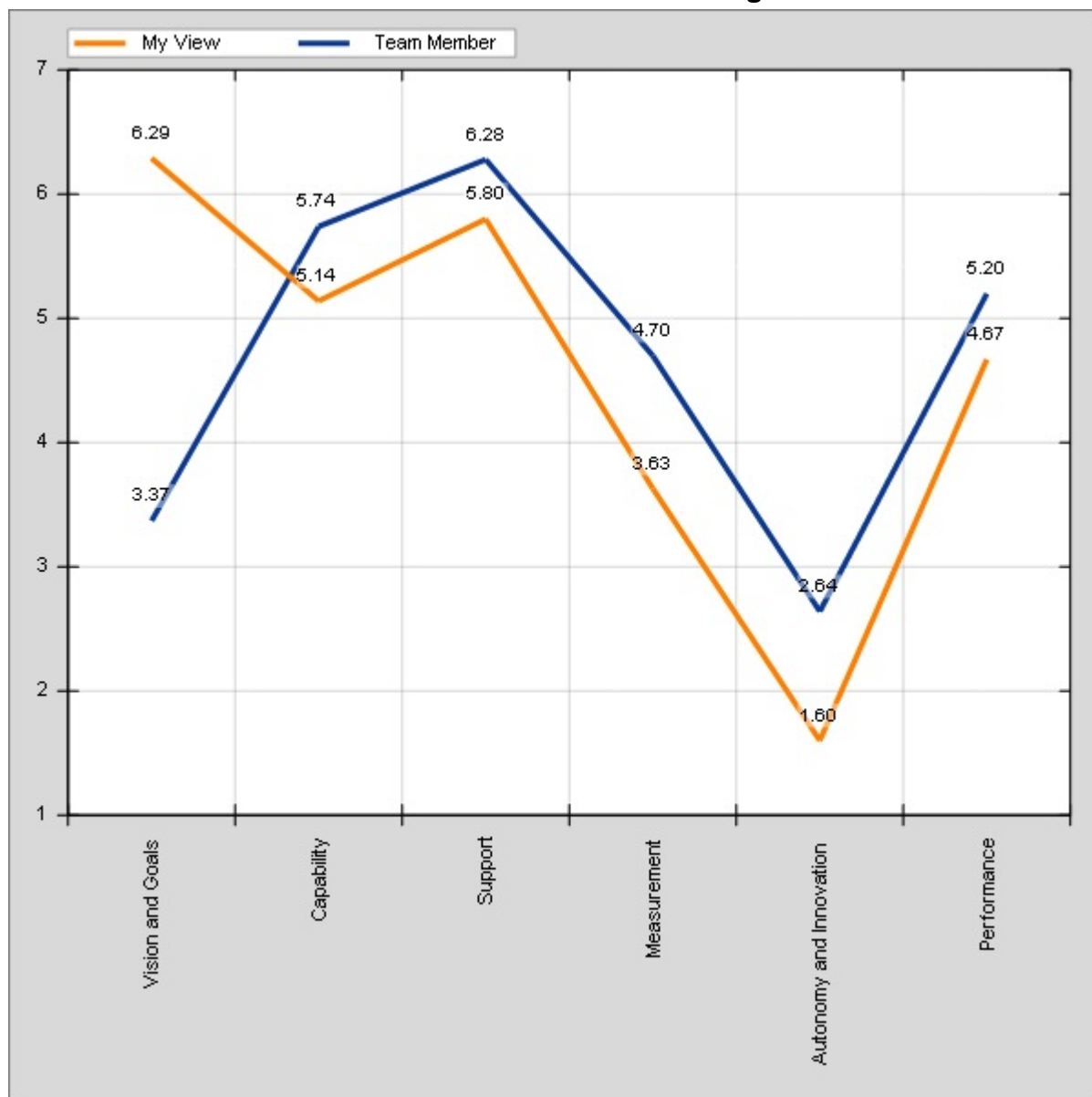
The coloured bars represent the score for that behaviour and the numbers on the coloured bar indicate the distribution of responses.

This distribution allows the Team to determine how cohesive their views are: do the results cluster around one or two scores or are they distributed along the 7pt scale used?

Your View allows you to determine where you sit in comparison to the views of all your team members. Note: the Team Score is the average of all members of the team including yourself but excluding the Team Leader.

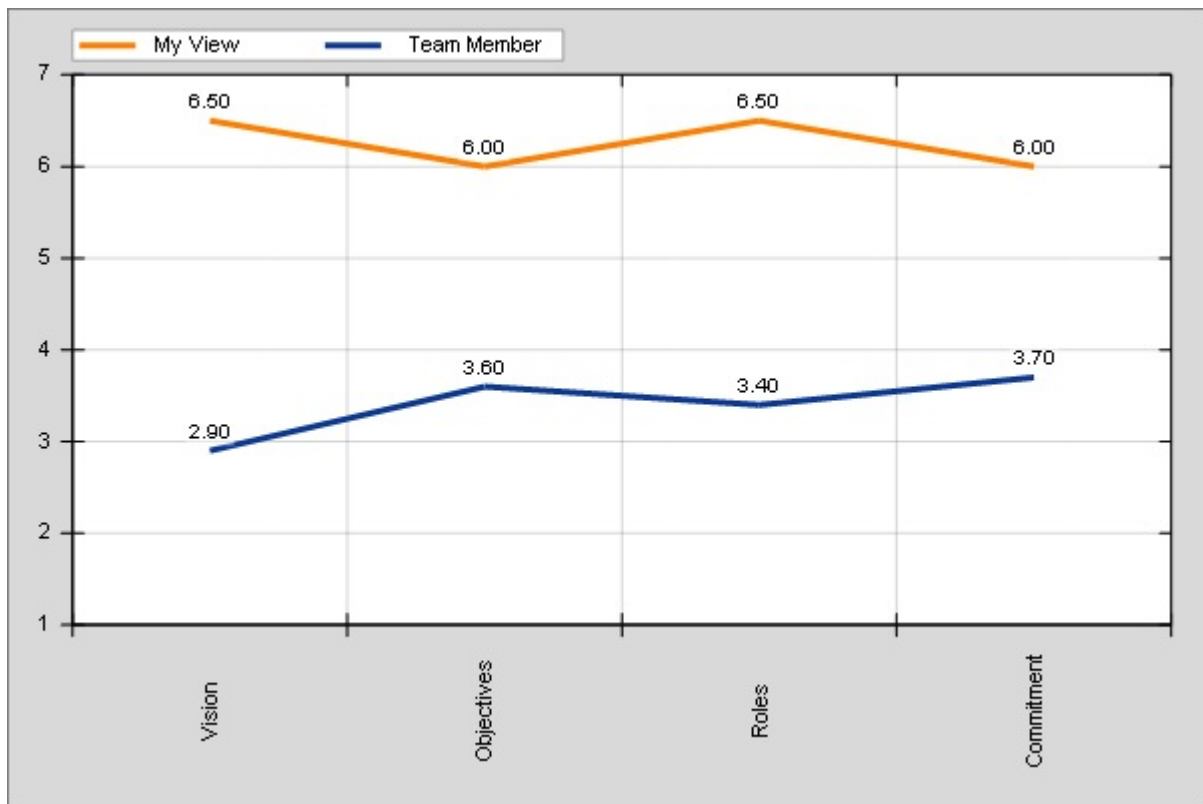
Part 1: Overall

Team Leader and Team Average

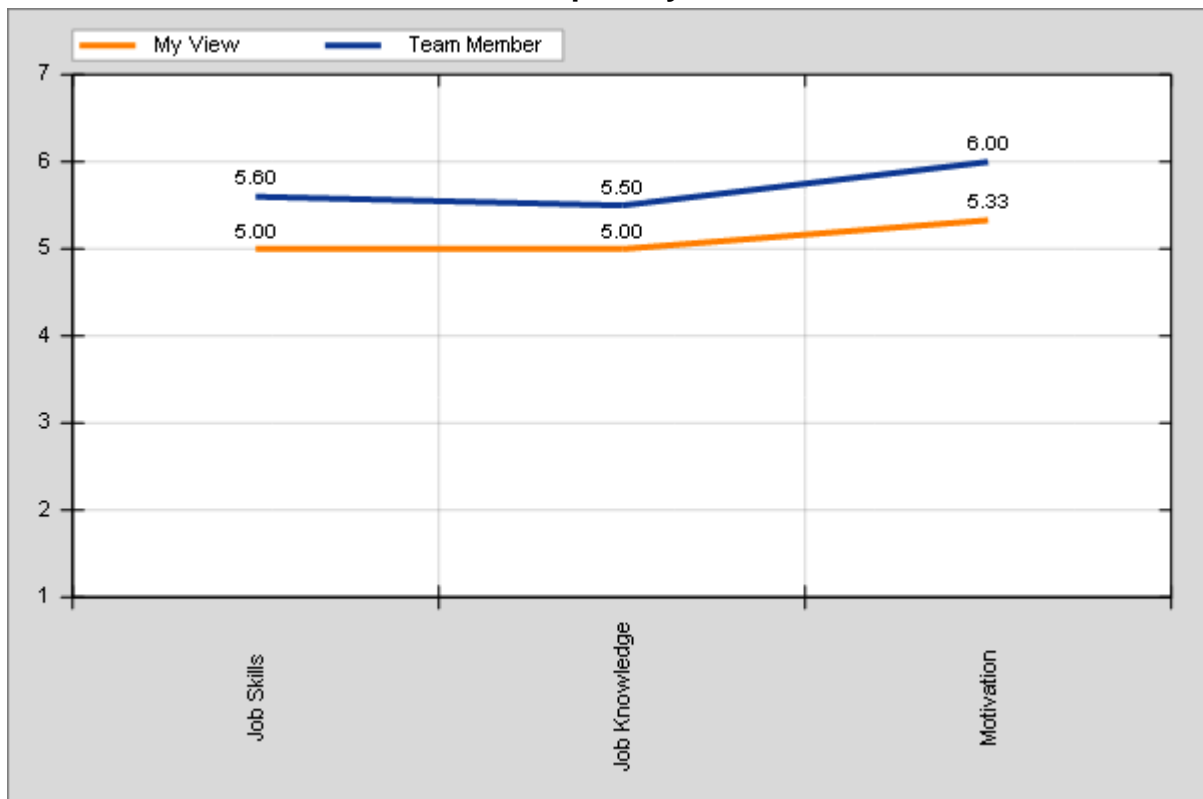


Part 2: By Unit

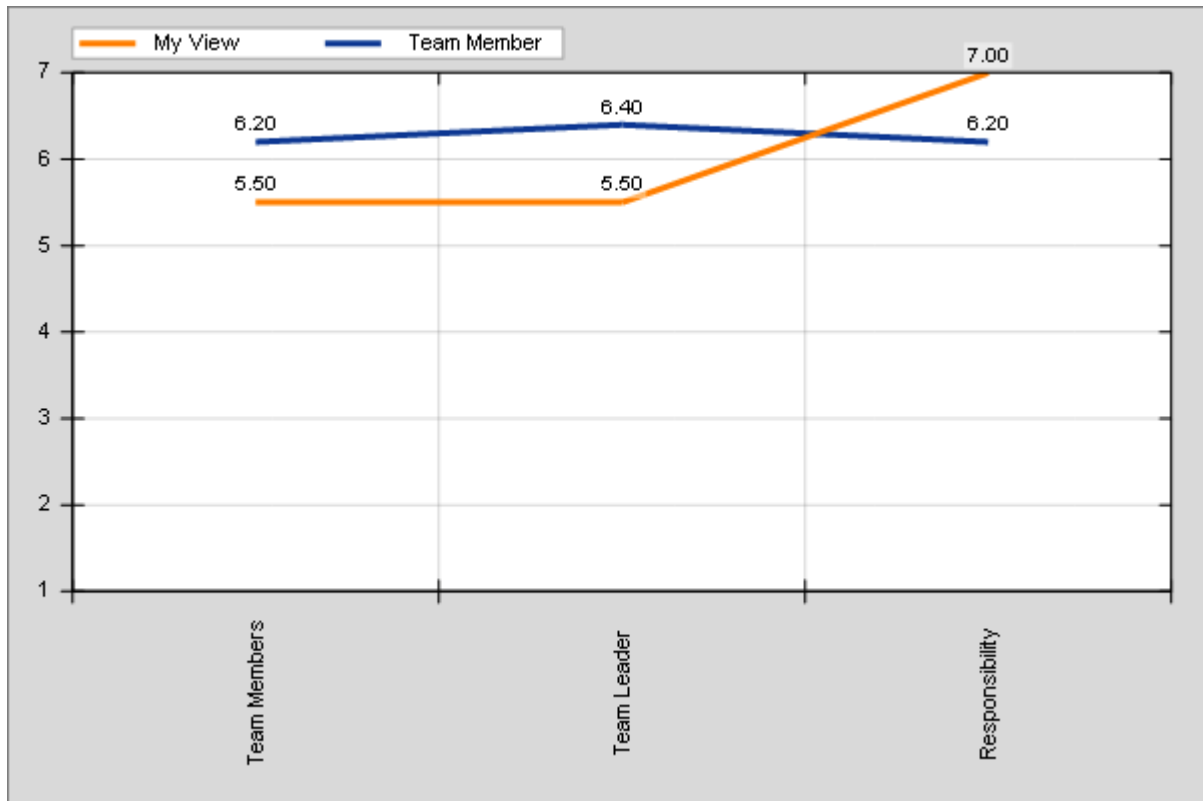
Vision and Goals



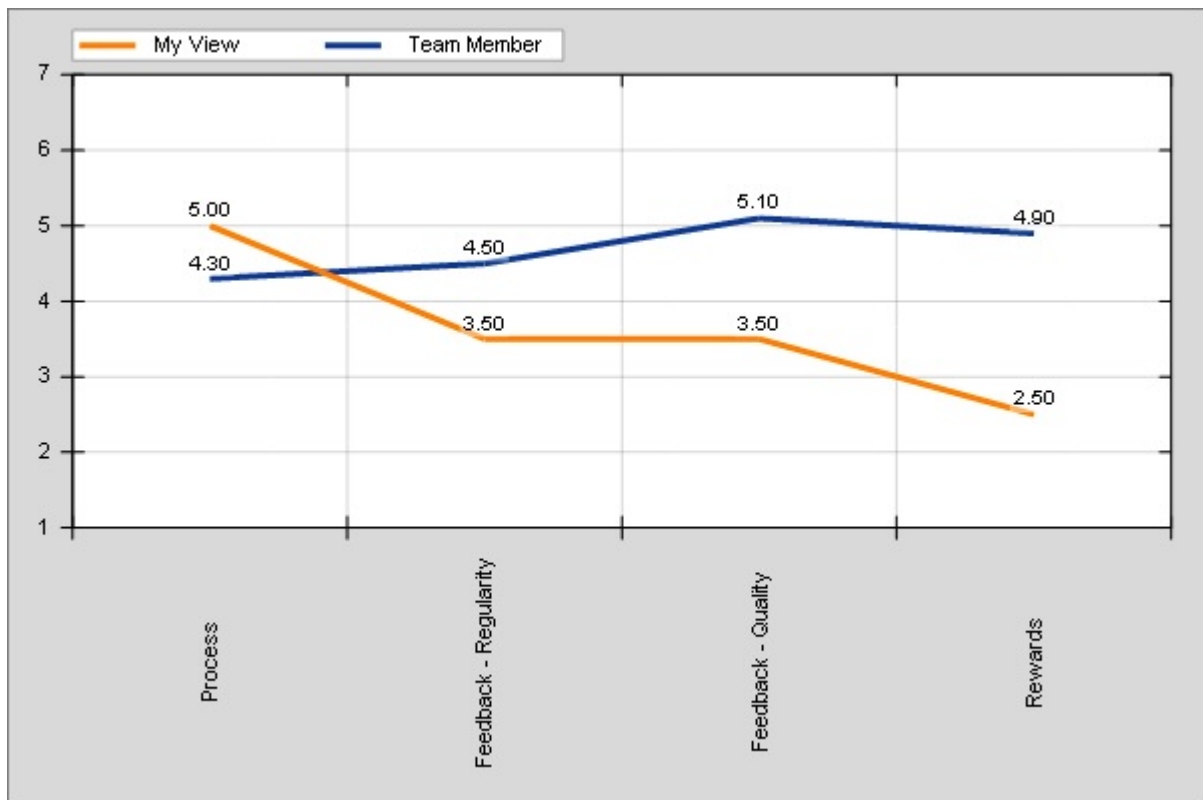
Capability



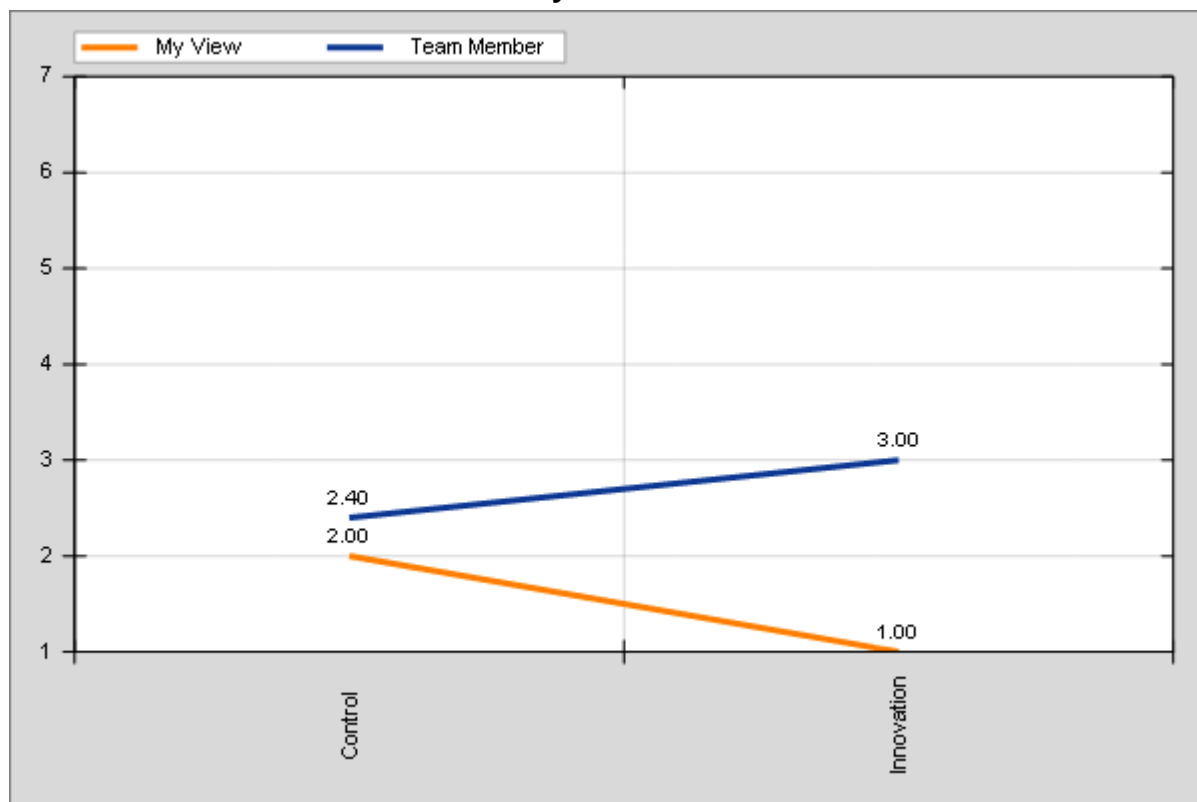
Support



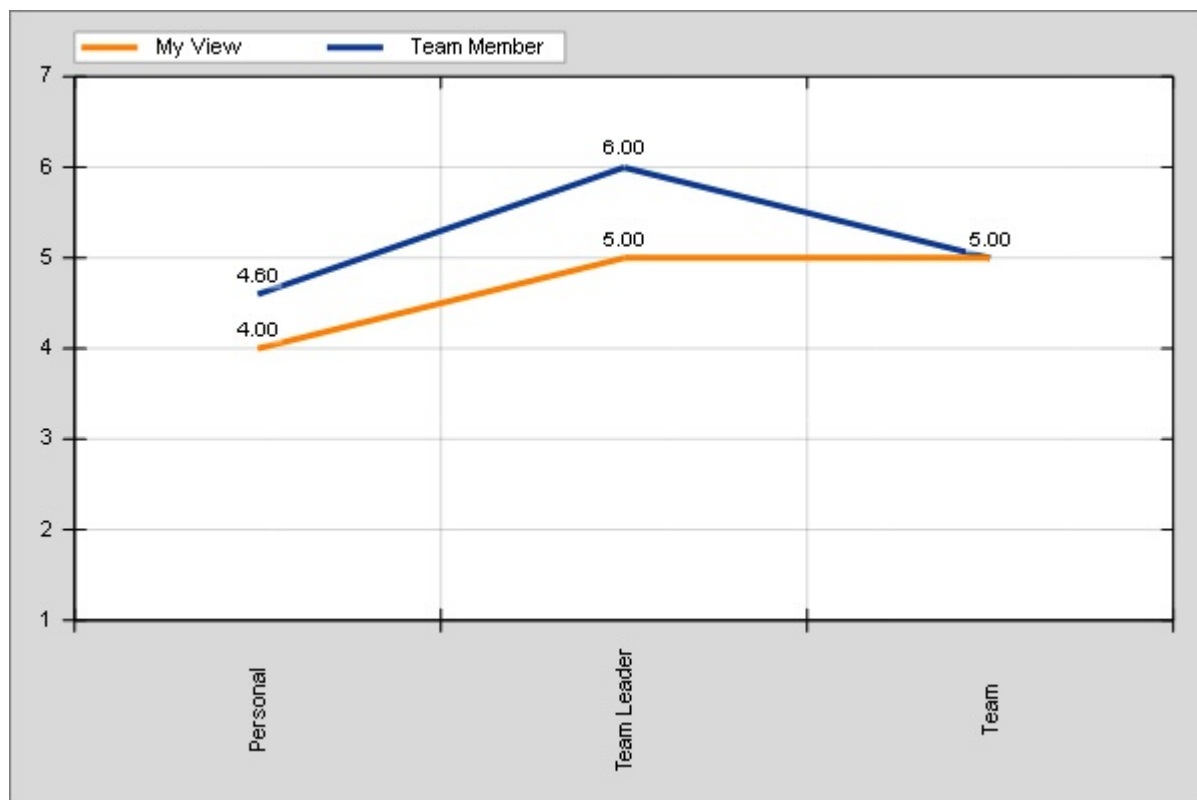
Measurement



Autonomy and Innovation



Performance



Part 3: By Behaviour

Vision and Goals

Vision

Q1 How clear is the overall vision for the team?

	Not at all clear		Somewhat clear			Crystal clear		
	1	2	3	4	5	6	7	
My View	0	0	0	0	0	1	0	n=1, 6.00
Team Member	0	3	2	0	0	0	0	n=5, 2.40

Q2 How well does the team fit in with the overall vision for the organisation?

	Not at all well		Average fit			Complete fit		
	1	2	3	4	5	6	7	
My View	0	0	0	0	0	0	1	n=1, 7.00
Team Member	0	1	2	1	1	0	0	n=5, 3.40

Objectives

Q3 How clear are specific objectives/targets for our team?

	Not at all clear		Somewhat clear			Crystal Clear		
	1	2	3	4	5	6	7	
My View	0	0	0	0	0	1	0	n=1, 6.00
Team Member	0	0	3	1	1	0	0	n=5, 3.60

Roles

Q4 How clear are the roles and expectations of the team members?

	Not at all clear		Somewhat clear			Crystal Clear		
	1	2	3	4	5	6	7	
My View	0	0	0	0	0	0	1	n=1, 7.00
Team Member	0	2	2	0	0	0	1	n=5, 3.40