

TEAM DIAGNOSTIC™

*Measure Team Conditions
Improve Team Performance
Sustain Team Results*

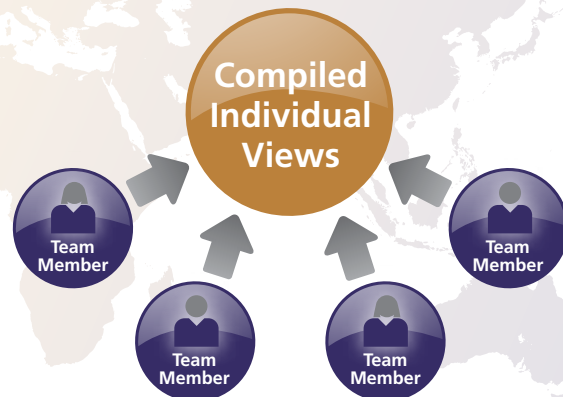


Most current organizational and coaching approaches assess and coach the team as a collection of individuals. In this approach assessments measure the characteristics, preferences and performance of individual team members and the results are then compiled into a profile in which individuals can compare themselves to one another. This is valuable information for team members but it is only half the picture. The missing half: *a picture of the team as a whole.*

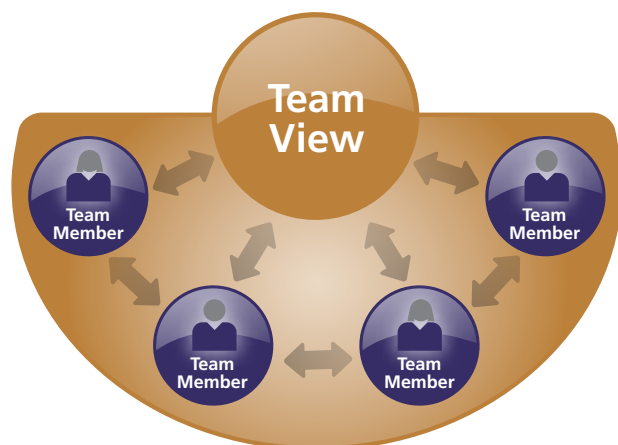
The Team Diagnostic™ assessment is a unique approach to working with teams because it regards the team as a dynamic “system”. A team is more than the sum of its parts. A team is a living, dynamic entity with its own personality, spoken and unspoken rules, vision, blind spots, even moods. With the Team Diagnostic™ assessment the team’s needs are explored independent of the needs of any single member.

This shifts the attention and the work of the team to the team itself.

Typical “Team” Assessment *Aggregate of individual profiles*



Team Diagnostic™ Systems Approach *Team assesses the team as a whole*



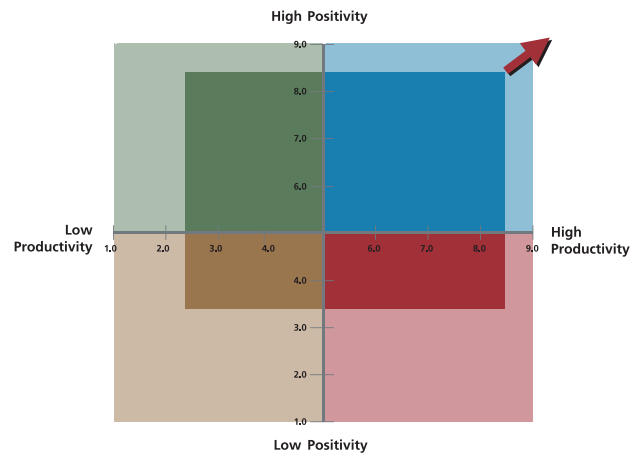
Research shows that the most successful teams have the means to take action and build effective relationships to motivate and sustain that action. The Team Diagnostic™ assessment is built on these two fundamental axes

1.

Factors that optimize productivity

2.

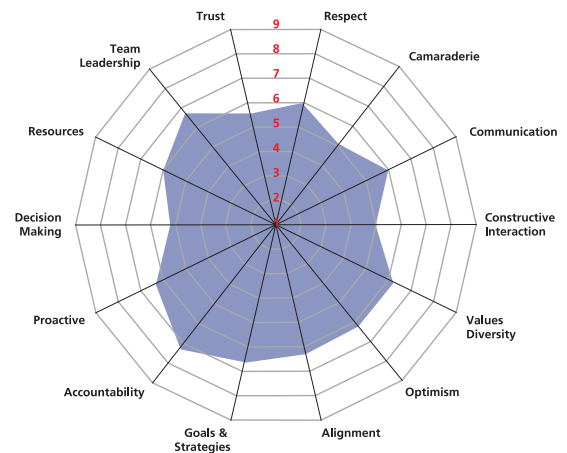
Factors that promote positivity



The Team Diagnostic model defines seven separate productivity factors and seven positivity factors. This constellation of competencies and increasingly detailed layers of the report provide a complete picture for creating high-performing teams.

The Team Diagnostic model looks at two dimensions:

PRODUCTIVITY COMPETENCIES	POSITIVITY COMPETENCIES
Team Leadership	Communication
Accountability	Trust
Alignment <i>(mission & purpose)</i>	Respect
Goals & Strategies	Values Diversity
Decision Making	Camaraderie
Resources	Constructive Interaction
Proactive <i>(creative initiative)</i>	Optimism



Teams that excel at *both dimensions* are high performing and sustainable. They are creative, adaptable and resilient.

For more information on achieving an **average 20% improvement** in Productivity and Positivity conditions using the Team Diagnostic™ assessment please contact us at:



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