



TEAMS

That Work Plus+

Leader and Team Report

Will Jones's TTW+ Team
Will Jones



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Teams That Work+

Leader and Team Report

Will Jones's TTW+ Team

Team Leader:
Will Jones

Team:

Zariah Aberdeen
Yancey Brooklyn
Xavier Cupertino
Winston Denver
Valerian Evanston
Ulysses Fairwood
Trey Greenville
Shad Hagerstown
Rashid Indianola
Quentin Jacksonville

6/18/2021

Note: All invited team members are listed regardless of completing the Teams That Work Assessment.



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Teams That Work Introduction

The Teams That Work Assessment is a tool for teams to use to assess the current level of team performance. The results from this 36 statement assessment will report the presence of (or lack of) the six characteristics identified as essential to high performing teams. Teams will be able to examine where they are and where they want to be.

The Assessment is purposefully designed to stimulate discussion to positively impact the future success of the team and increase the effectiveness of the leader.

How Data is Presented

All of the statements for each characteristic are reported on a single page. On each page, there are 6 scales, each representing a different statement about the characteristic.

Color Code for Responses



Team Ranking Summary Report

The Team Ranking Summary Report provides a summary of the team members' responses to each statement by ranking them Favorable (blue), Neutral (yellow) or Unfavorable (brown). For ease of interpretation and readability, a Favorable, or blue, ranking combines both dark blue and light blue responses, and an Unfavorable, or brown, ranking combines both light brown and dark brown responses.



Gap Report

The Gap Report provides a view of statements that represent the largest gap between the way the leader and the team members answered the statements. Dark blue indicates the leader rated the statement more favorably, whereas brown indicates the team member rated the statement more favorably.

Characteristic Averages

The Characteristic Averages displays the team leader's and team members' averaged scores for each characteristic and team leader statements on a line graph and numeric grid. The graph indicates variances between the Leader's scores and the Team's scores. Looking at the differences between the two scores for each characteristic helps the leader identify unrealized strengths, agreed upon strengths, opportunities for improvement and blindspots.

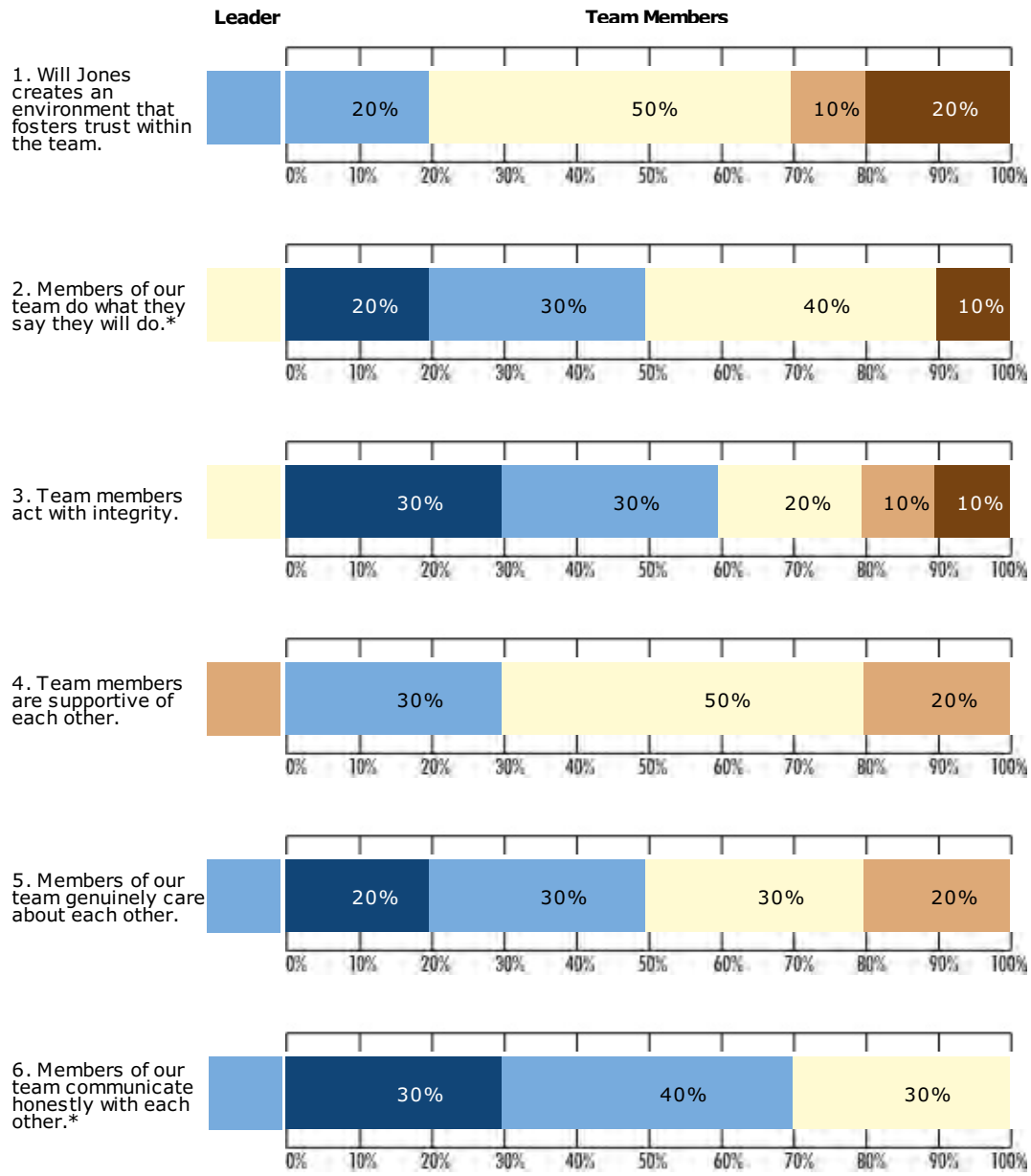


Teams That Work Characteristics

1. High Level of Trust
2. High Level of Respect
3. Commitment to a Clear and Common Purpose
4. Willingness and Ability to Manage Conflict
5. Focus on Results
6. Alignment of Authority and Accountability



High Level of Trust



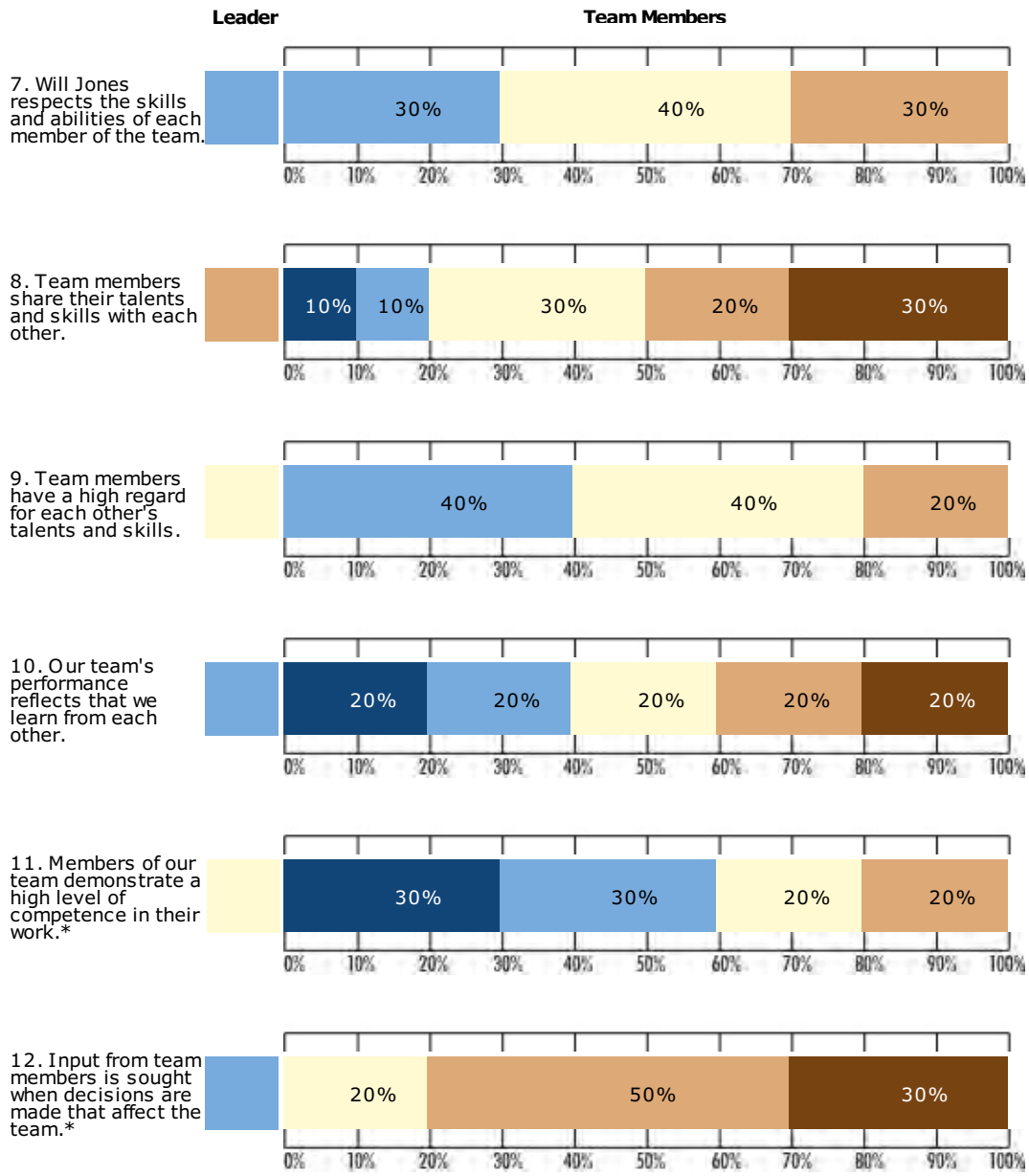
Number of Responses: 10



* - Statements with an asterisk are stated in the negative in the online assessment but are stated in the positive in the report to allow for intuitive/easier interpretation.



High Level of Respect



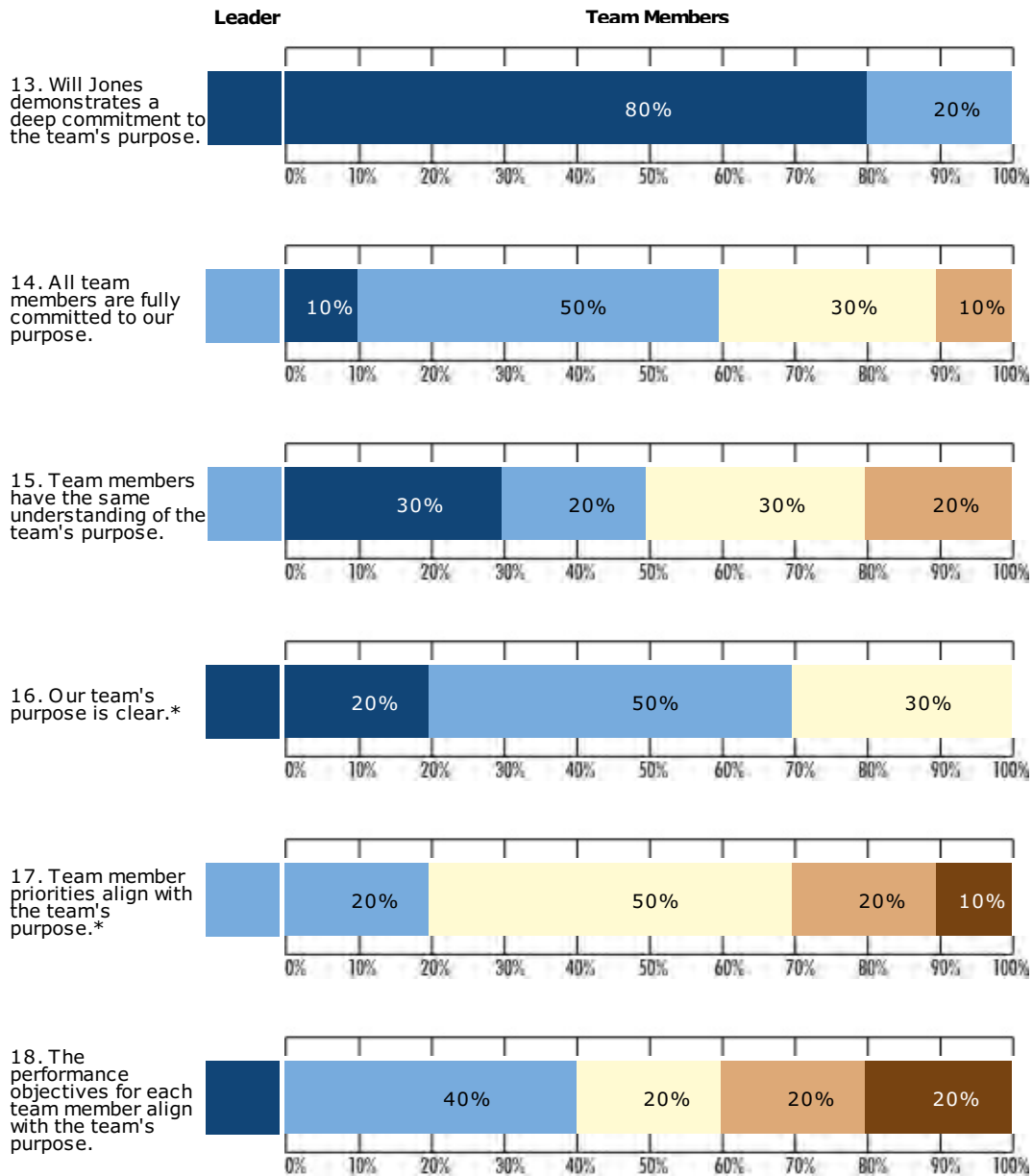
Number of Responses: 10



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Commitment to a Clear and Common Purpose



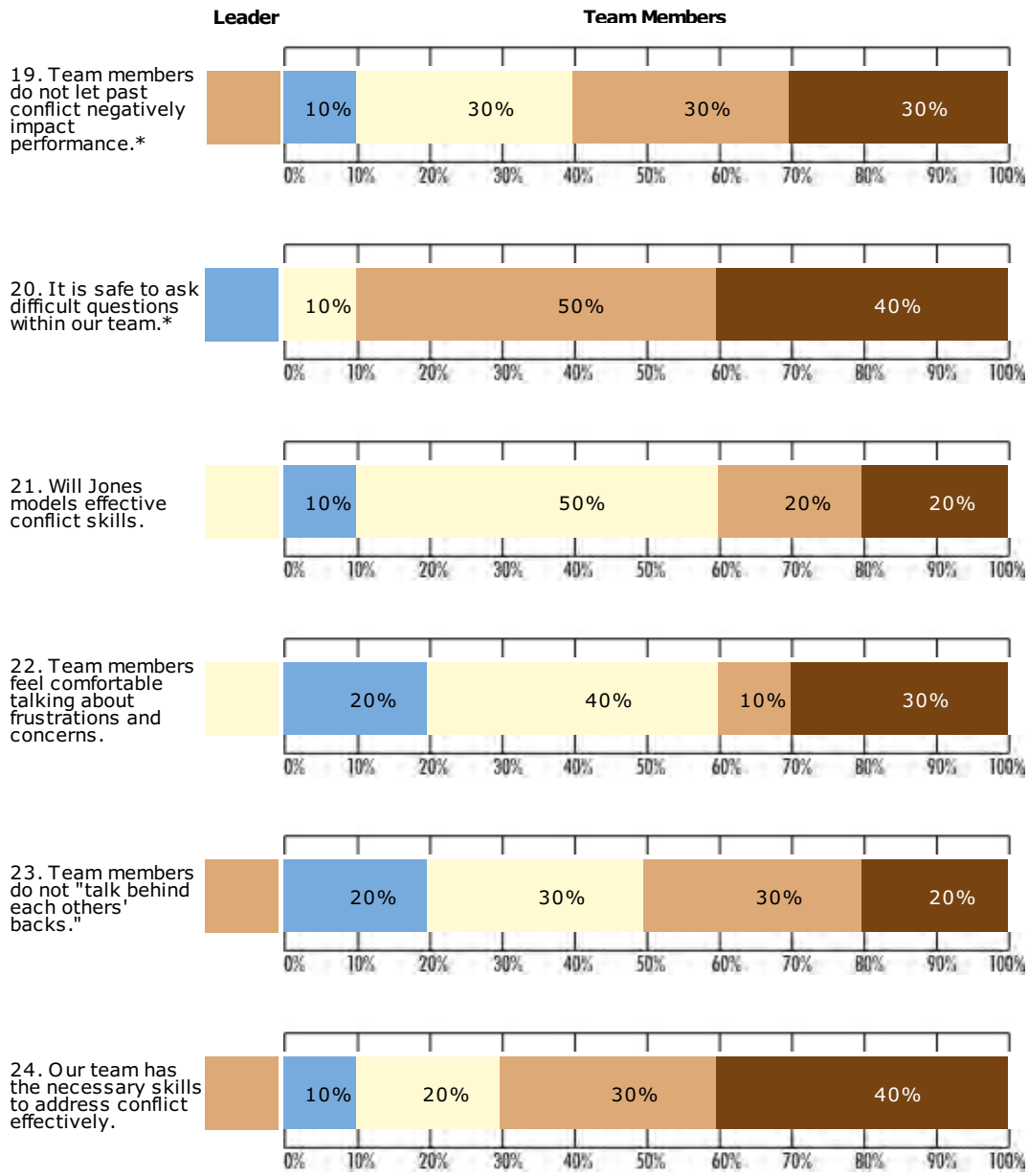
Number of Responses: 10



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Willingness and Ability to Manage Conflict



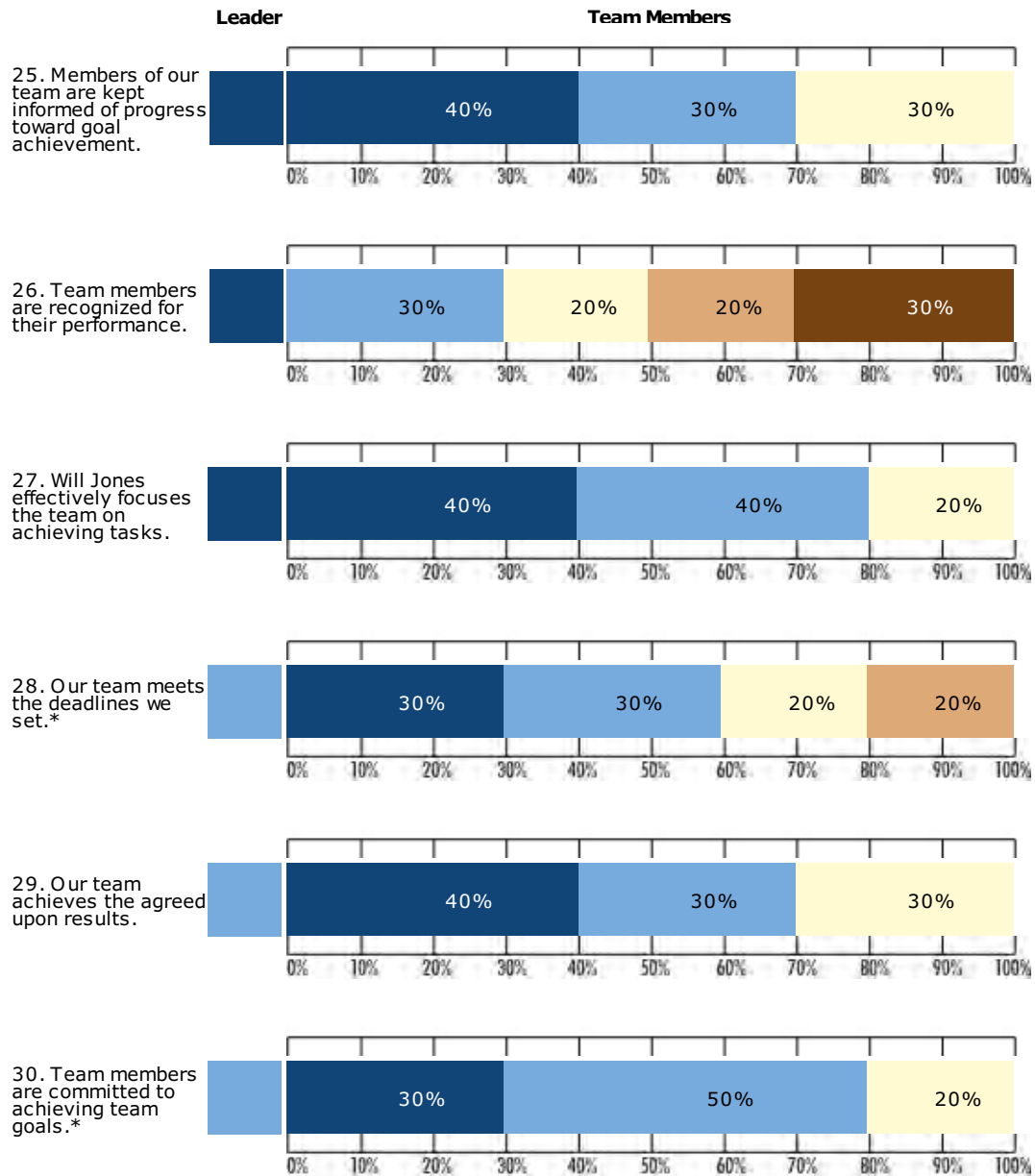
Number of Responses: 10



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Focus on Results



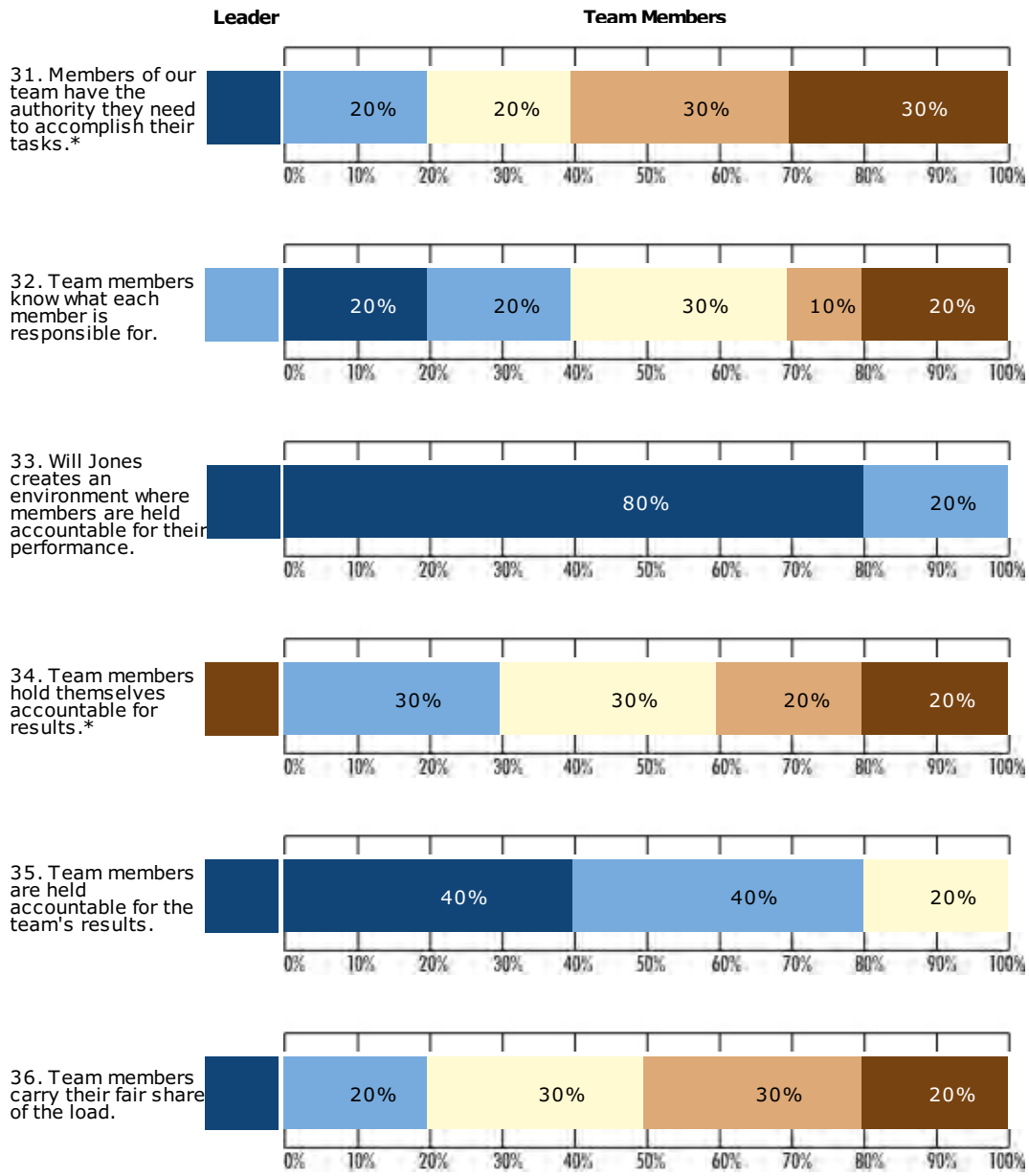
Number of Responses: 10



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Alignment of Authority and Accountability



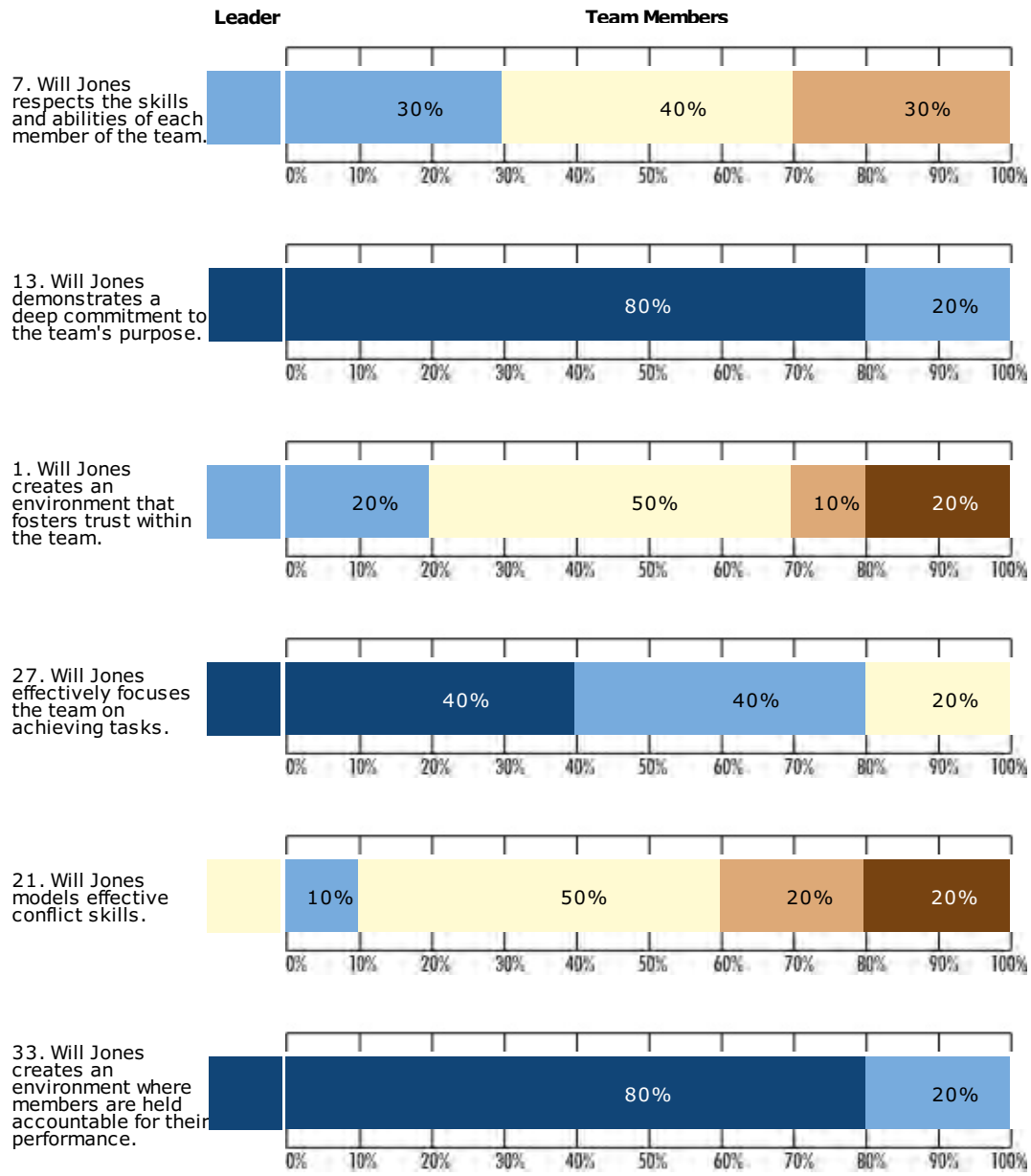
Number of Responses: 10



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Extracted Team Leader Responses



Number of Responses: 10





Team Member Ranking Summary

(Without Team Leader Responses)

ID	Question	Char	Favorable	Neutral	Unfavorable
13.	Will Jones demonstrates a deep commitment to the team's purpose.	L-Purpose	100		
33.	Will Jones creates an environment where members are held accountable for their performance.	L-Account	100		
30.	Team members are committed to achieving team goals.*	Results	80	20	
27.	Will Jones effectively focuses the team on achieving tasks.	L-Results	80	20	
35.	Team members are held accountable for the team's results.	Account	80	20	
6.	Members of our team communicate honestly with each other.*	Trust	70	30	
16.	Our team's purpose is clear.*	Purpose	70	30	
29.	Our team achieves the agreed upon results.	Results	70	30	
25.	Members of our team are kept informed of progress toward goal achievement.	Results	70	30	
14.	All team members are fully committed to our purpose.	Purpose	60	30	10
3.	Team members act with integrity.	Trust	60	20	20
11.	Members of our team demonstrate a high level of competence in their work.*	Respect	60	20	20
28.	Our team meets the deadlines we set.*	Results	60	20	20
2.	Members of our team do what they say they will do.*	Trust	50	40	10
5.	Members of our team genuinely care about each other.	Trust	50	30	20
15.	Team members have the same understanding of the team's purpose.	Purpose	50	30	20
9.	Team members have a high regard for each other's talents and skills.	Respect	40	40	20
32.	Team members know what each member is responsible for.	Account	40	30	30
10.	Our team's performance reflects that we learn from each other.	Respect	40	20	40
18.	The performance objectives for each team member align with the team's purpose.	Purpose	40	20	40
4.	Team members are supportive of each other.	Trust	30	50	20
7.	Will Jones respects the skills and abilities of each member of the team.	L-Respect	30	40	30
34.	Team members hold themselves accountable for results.*	Account	30	30	40
26.	Team members are recognized for their performance.	Results	30	20	50
1.	Will Jones creates an environment that fosters trust within the team.	L-Trust	20	50	30
17.	Team member priorities align with the team's purpose.*	Purpose	20	50	30
22.	Team members feel comfortable talking about frustrations and concerns.	Conflict	20	40	40
8.	Team members share their talents and skills with each other.	Respect	20	30	50
23.	Team members do not "talk behind each others' backs."	Conflict	20	30	50
36.	Team members carry their fair share of the load.	Account	20	30	50
31.	Members of our team have the authority they need to accomplish their tasks.*	Account	20	20	60
21.	Will Jones models effective conflict skills.	L-Conflict	10	50	40
19.	Team members do not let past conflict negatively impact performance.*	Conflict	10	30	60
24.	Our team has the necessary skills to address conflict effectively.	Conflict	10	20	70
12.	Input from team members is sought when decisions are made that affect the team.*	Respect	20	80	
20.	It is safe to ask difficult questions within our team.*	Conflict	10	90	

Legend

	Favorable
	Neutral
	Unfavorable



Gap Report

ID	Question	Char	Ldr	Team	Gap
31.	Members of our team have the authority they need to accomplish their tasks.*	Account	5	2.30	
26.	Team members are recognized for their performance.	Results	5	2.50	
36.	Team members carry their fair share of the load.	Account	5	2.50	
20.	It is safe to ask difficult questions within our team.*	Conflict	4	1.70	
18.	The performance objectives for each team member align with the team's purpose.	Purpose	5	2.80	
12.	Input from team members is sought when decisions are made that affect the team.*	Respect	4	1.90	
34.	Team members hold themselves accountable for results.*	Account	1	2.70	
1.	Will Jones creates an environment that fosters trust within the team.	L-Trust	4	2.70	
17.	Team member priorities align with the team's purpose.*	Purpose	4	2.80	
4.	Team members are supportive of each other.	Trust	2	3.10	
16.	Our team's purpose is clear.*	Purpose	5	3.90	
7.	Will Jones respects the skills and abilities of each member of the team.	L-Respect	4	3.00	
10.	Our team's performance reflects that we learn from each other.	Respect	4	3.00	
25.	Members of our team are kept informed of progress toward goal achievement.	Results	5	4.10	
32.	Team members know what each member is responsible for.	Account	4	3.10	
27.	Will Jones effectively focuses the team on achieving tasks.	L-Results	5	4.20	
35.	Team members are held accountable for the team's results.	Account	5	4.20	
11.	Members of our team demonstrate a high level of competence in their work.*	Respect	3	3.70	
3.	Team members act with integrity.	Trust	3	3.60	
5.	Members of our team genuinely care about each other.	Trust	4	3.50	
2.	Members of our team do what they say they will do.*	Trust	3	3.50	
8.	Team members share their talents and skills with each other.	Respect	2	2.50	
21.	Will Jones models effective conflict skills.	L-Conflict	3	2.50	
22.	Team members feel comfortable talking about frustrations and concerns.	Conflict	3	2.50	
23.	Team members do not "talk behind each others' backs."	Conflict	2	2.50	
14.	All team members are fully committed to our purpose.	Purpose	4	3.60	
15.	Team members have the same understanding of the team's purpose.	Purpose	4	3.60	
28.	Our team meets the deadlines we set.*	Results	4	3.70	
9.	Team members have a high regard for each other's talents and skills.	Respect	3	3.20	
13.	Will Jones demonstrates a deep commitment to the team's purpose.	L-Purpose	5	4.80	
19.	Team members do not let past conflict negatively impact performance.*	Conflict	2	2.20	
33.	Will Jones creates an environment where members are held accountable for their performance.	L-Account	5	4.80	
29.	Our team achieves the agreed upon results.	Results	4	4.10	
30.	Team members are committed to achieving team goals.*	Results	4	4.10	
6.	Members of our team communicate honestly with each other.*	Trust	4	4.00	
24.	Our team has the necessary skills to address conflict effectively.	Conflict	2	2.00	

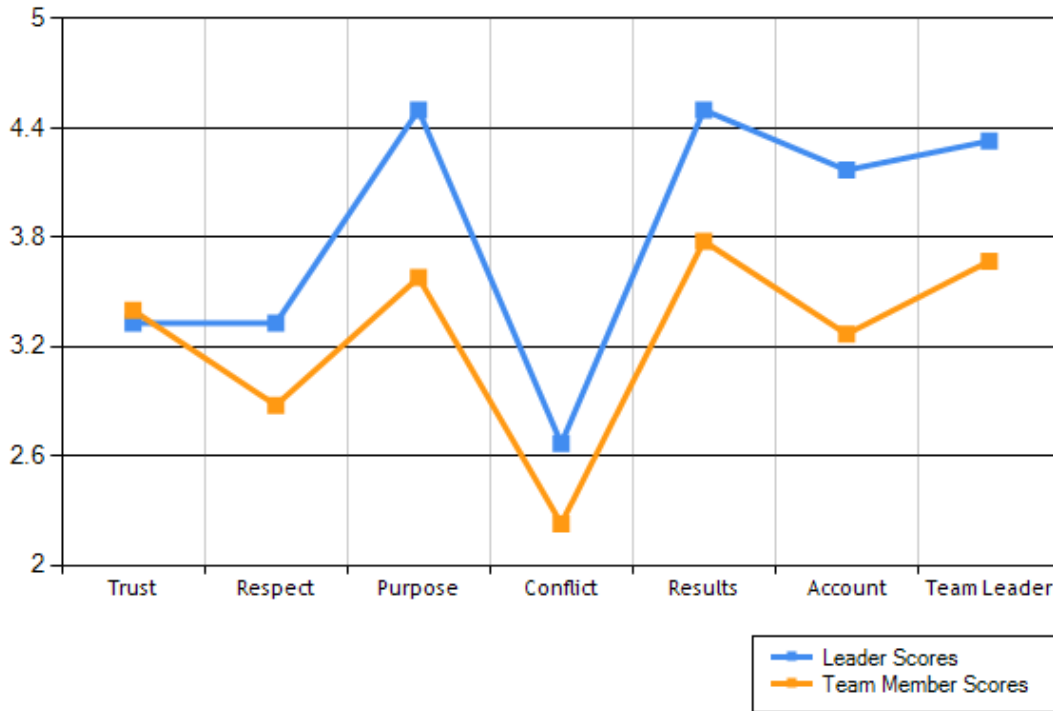
Legend

5 = Favorable
1 = Unfavorable

= Leader Score Higher than Team Score
 = Team Score Higher than Leader Score



Characteristic Averages



Characteristics	Trust	Respect	Purpose	Conflict	Results	Account	Team Leader
Leader Scores	3.33	3.33	4.5	2.67	4.5	4.17	4.33
Team Member Scores	3.4	2.88	3.58	2.23	3.78	3.27	3.67

Team Leader Overall Health Index: 3.75
Team Member Overall Health Index: 3.19

The Team Leader score in the line graph and data grid compiles an average of the statements on the Extracted Team Leader Responses page. Since these leader-specific statements are extracted from the six characteristics, they are already included in the Overall Health Index Score.



Characteristic Averages Application

The Characteristic Averages graph assists in easily identifying strengths and opportunities for future improvement as it displays scores of the team's and leader's responses for each characteristic. In the boxes, under each characteristic, is a leader score and an average of the team members' responses related to that characteristic. There is a line representing the leader's scores and a line representing the team's scores.

These scores yield four perceptions:

- **Agreed Upon Strength:** If the team score is similar or close to the leader score, this is an agreed upon strength; a strength perceived by all that can be built upon. However, if the score is low, it is also a caution area and should be considered as an opportunity for improvement.
- **Leadership Blindspot:** When the leader score is higher than the team score, this is a characteristic that needs to be explored and addressed to understand what is causing the gap between the leader's perception and the team's perception.
- **Unrealized Strength:** If a team score is higher than the leader score, this is an unrealized strength; a strength not perceived by the leader that can be explored and built upon.
- **Opportunity for Improvement:** When the leader and team lines are not intersecting, or close, this gap represents an opportunity for improvement in the understanding of team strengths and blindspots. A definite area to be explored.

Overall Health Index

The two Overall Health Indexes shown are aggregate scores based on all responses on all characteristics. These metrics are an indicator of the perceived health of the team. Scores range from a low of 1.0 to a high of 5.0.

The Team Leader Overall Health Index metric includes all of the responses by the leader to all of the statements, including the leader statements, from all 6 characteristics.

The Team Member Overall Health Index metric includes all of the responses by the team members minus the team leader responses to all of the statements from all 6 characteristics.

ABOUT THE EFFECTIVENESS INSTITUTE

About Us

Founded in 1980, Effectiveness Institute is a learning and development organization that has worked with thousands of clients across the U.S. and around the world in a wide range of industries. Our purpose is to deliver measurable improvement in the way individuals, teams and organizations perform, helping to build and sustain high-performance cultures within client organizations.

Our Philosophy

To understand the various dynamics and critical success factors involved in organizations we created the Dual Performance Cycle. Organizations measure performance using certain metrics (e.g., Customer Satisfaction, ROI, Productivity, Retention, etc.). When efforts are made to improve performance, organizations commonly focus on the left side (Task/Systems) of the Dual Performance Cycle. While this is important and critical to success, research demonstrates that the right side of the cycle (People/Teams) has a substantial impact on performance outcomes.



Traditionally, competencies related to the right side of the Dual Performance Cycle have been described as "soft skills." These "people skills", such as the ability to give and receive feedback, navigate conflict, collaborate, promote ideas and inspire others, are critical for individual and team success. Balance is the key: technically competent individuals (left side) who demonstrate emotional intelligence that builds trust and respect (right side) always maximize performance.

At Effectiveness Institute, our work focuses on creating and sustaining high performance in all levels of the organization by improving the effectiveness of leaders and teams.

Our Methods

Effectiveness Institute provides organizations with well-informed models, assessments, workshops, webinars and consulting that facilitate high performance. However, we do not supply one-size-fits-all answers. Instead we offer a variety of options to serve the needs of organizations. We also work together with clients who contact us to understand their needs. Only then do we propose solutions. This is important because most organizations know what they currently want (e.g., increased productivity, better service, higher profits, growth, less turnover, lower costs, etc.) but not necessarily what they currently need (e.g., clearer purpose, less unproductive conflict, improved people skills, greater clarity, stronger executive relationships, etc.) to achieve their goals.

Our content focuses on the key pressure points of most organizations: communication, teamwork, conflict, leadership and change. We provide only time-tested proven material. Every workshop, assessment or webinar is designed to build awareness, achieve participant "buy-in", develop real-world skills and make a positive impact on performance.



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Comments