

ORGANIZATIONAL ESSENTIALS

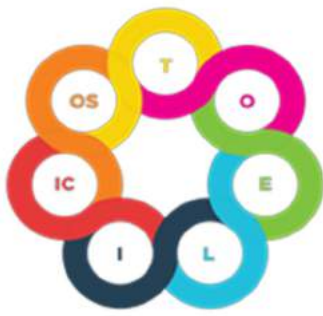


Organizational Essentials Report

TEAM **Assess**[®]

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ORGANIZATIONAL ESSENTIALS

Organizational Essentials Report Overview

The Organizational Essentials Report is a comprehensive examination of your organization's performance. The report provides a roll up of all your individual Team Essentials data. First, an overall organizational performance result graph is provided that details the roll up data of all your selected teams that have completed a Team Essentials Survey. The data is next provided by the 7 Key Success Factors of Organizational Performance and then by each factor and its sub-components. For greater understanding of your organizations performance your results are compared to our overall data base of Team Essentials participants. Next are the Lists of 10. These are your top ten results, bottom 10 results, and the most debatable 10 items in your survey. The most debatable list details the items where there is most disagreement or inconsistency in your organization.

The appendix provides a ranked listing of all assessment items along with their standard deviations. Also included in the appendix is an action planner that walks participants through the process of improving organizational performance.

Team Comparison Report Overview

In addition to the Organizational Essentials Report there is a Team Comparison Dashboard that allows you to select and compare data by team. This team view provides a means to evaluate team performance and compare with other teams.

Individual Team Essentials Reports

The Organizational Essentials Report is a combination of individual Team Essentials Reports. These reports can be found on your survey portal or can be sent to you in a PDF. These reports provide a comprehensive view of each individual team's performance.

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HIGH LEVEL RESULTS

How to Read Your High Level Results
Team Performance Overall Results
Results by Team Essential Component
Results by Sub-component

Read this section to understand the overall high level team performance results.



TEAM PERFORMANCE OVERALL RESULTS

The bar graphs below first show your overall Team Performance results and then shows your team results by the Team Performance components.

Overall Team Performance

The report measures all 143 Elements (survey questions) together to provide an overall Team Performance high-level view.



COMPONENTS OF TEAM PERFORMANCE

Individual Contribution

This section examines resources and support, organizational recognition, and inter-team dynamics.



Team Leadership

This section looks at goal clarity and alignment, team productivity and measurement, work identity, and meaningful work.



Team Output

This section takes into account the skill level, talents, attributes, personal accountability, attitudes, and motivation of the individual.



Organizational Support

This section measures how people work together. It includes communication, trust, collaboration, innovation, conflict resolution, mutual accountability, commitment, and cohesion.



Team Effectiveness

This section examines team leadership as relates to direction from leader, leadership approach, and feedback from the leader.



Team Infrastructure

This section includes group norms and guidelines, coordination, planning and decision making, roles and responsibilities, and documentation.

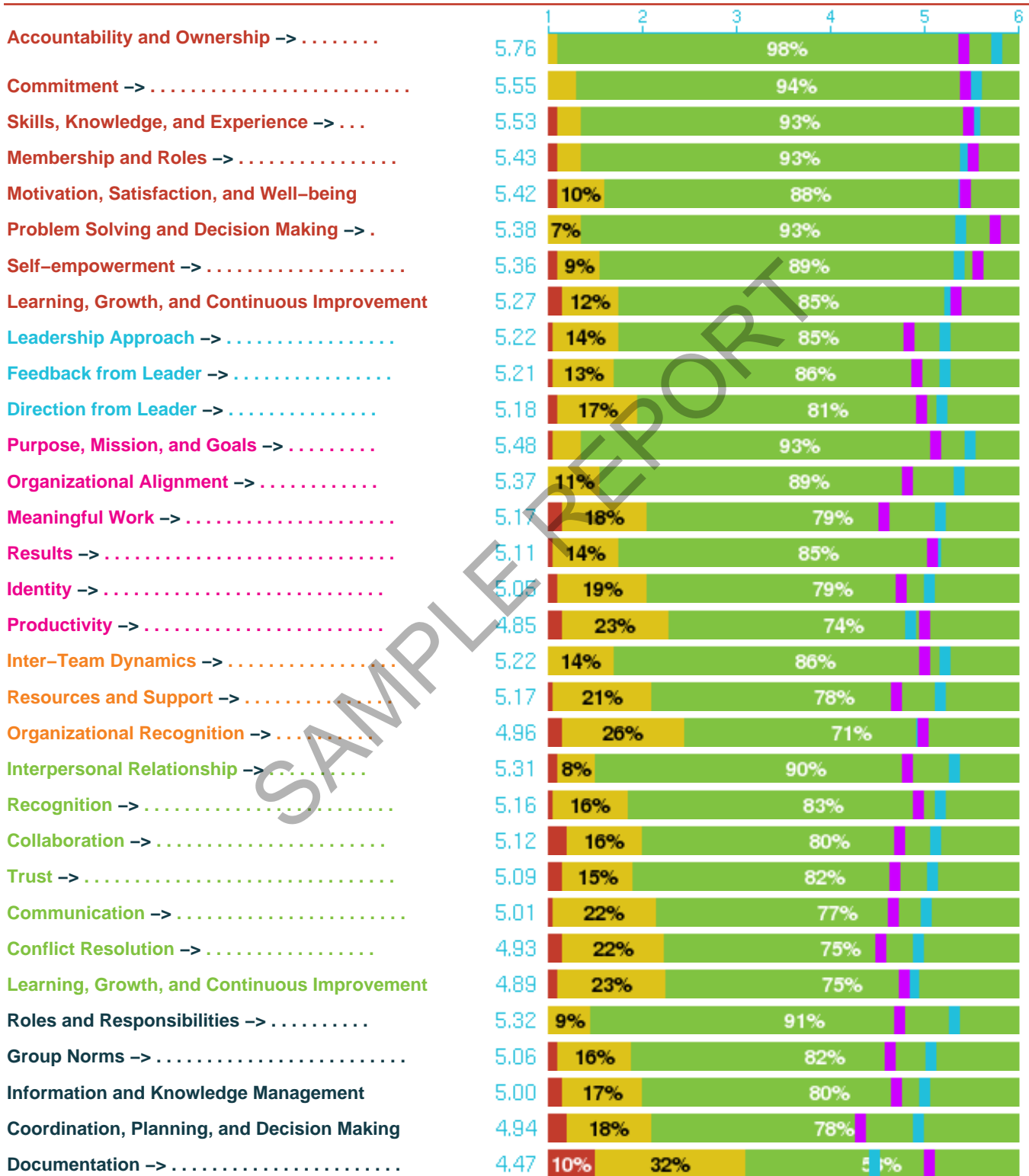


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SUBCOMPONENTS OVERALL RESULTS

Below, all the subcomponents are ranked from highest to lowest first by component average and then by subcomponent average.





INDIVIDUAL CONTRIBUTION SUBCOMPONENTS

This section examines resources and support, organizational recognition, and inter-team dynamics.

Individual Contribution



SUBCOMPONENT

Accountability and Ownership

Accountability and ownership means being responsible for one's actions and accepting consequences. Being accountable is knowing, accepting, and correcting mistakes, which requires knowing one's role in a team.



Commitment

Commitment is a sense of responsibility towards the shared goal of the team. Individuals demonstrate commitment by placing team needs over personal goals, completing work ahead of time, and helping team members to complete the tasks.



Skills, Knowledge, and Experience

Individual contributors' skills, knowledge, and experience are driving factors in their ability to reach a goal.



Membership and Roles

Roles and membership are what functions and responsibilities each member will hold on the team. Understanding one's own responsibilities, as well as understanding other team members' roles helps a team achieve collaboration.



Motivation, Satisfaction, and Well-being

Motivation, satisfaction, and well-being can greatly affect the efficiency and productivity.



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TEAM LEADERSHIP SUBCOMPONENTS

This section looks at goal clarity and alignment, team productivity and measurement, work identity, and meaningful work.

Team Leadership



SUBCOMPONENT

Leadership Approach

Leadership approach is the type of leadership style used. The type of leadership style used should be catered to the team members and the current project in progress.



Feedback from Leader

Feedback from a leader is when the team leader gives information about the levels and quality team members' performance.



Direction from Leader

Direction from a team leader includes a clear vision of the goals and objectives, along with a plan of action to achieve those goals. The leader must ensure that all team members understand their responsibilities and roles as well as prioritizing their actions and giving strategic and operational directions.



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TEAM OUTPUT SUBCOMPONENTS

This section takes into account the skill level, talents, attributes, personal accountability, attitudes, and motivation of the individual.

Team Output



SUBCOMPONENT

Purpose, Mission, and Goals

Purpose, mission, and goals are driving focuses in all teams and set expectations for the team as well as the project as a whole. Ideally, all three should be defined during a team meeting with input from everyone involved.



Organizational Alignment

Organizational alignment is when a team's goals lined up with the overarching goals of the company. Having the team goals aligned with organizational goals ensures team projects are working toward the overall good of the company.



Meaningful Work

Meaningful work is when team performance and actions are focused on defined goals for the project.



Results

Results are the ending product of a team's hard work. High quality results should be the end goal for all group projects and processes.



Identity

Identity is the unique character that a team holds and can be defined by the culture, environment, and relationships within a team. This can be built and shaped through coaching and training sessions to promote a healthy and strong identity.



Productivity

Productivity focuses on the quality and speed of the work being produced within a team. For the best results, teams should set a clear obtainable time line for all work with clear expatiations of quality set at the beginning.





ORGANIZATIONAL SUPPORT SUBCOMPONENTS

This section measures how people work together. It includes communication, trust, collaboration, innovation, conflict resolution, mutual accountability, commitment, and cohesion.

Organizational Support



SUBCOMPONENT

Inter-Team Dynamics

Inter-team dynamics focus on the relationship between teams. It also focuses on a team's relationship with an organization as a whole.



Resources and Support

Resources and support are necessary assistance that the organization provides to a team. Having the necessary resources and support will enable teams to complete their goals.



Organizational Recognition

Organizational recognition is the praises and acknowledgement an organization gives to a team based on their accomplishments. This can come in many forms including awards and rewards.



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LISTS OF TEN

Top Ten Team Elements

Bottom Ten Team Elements

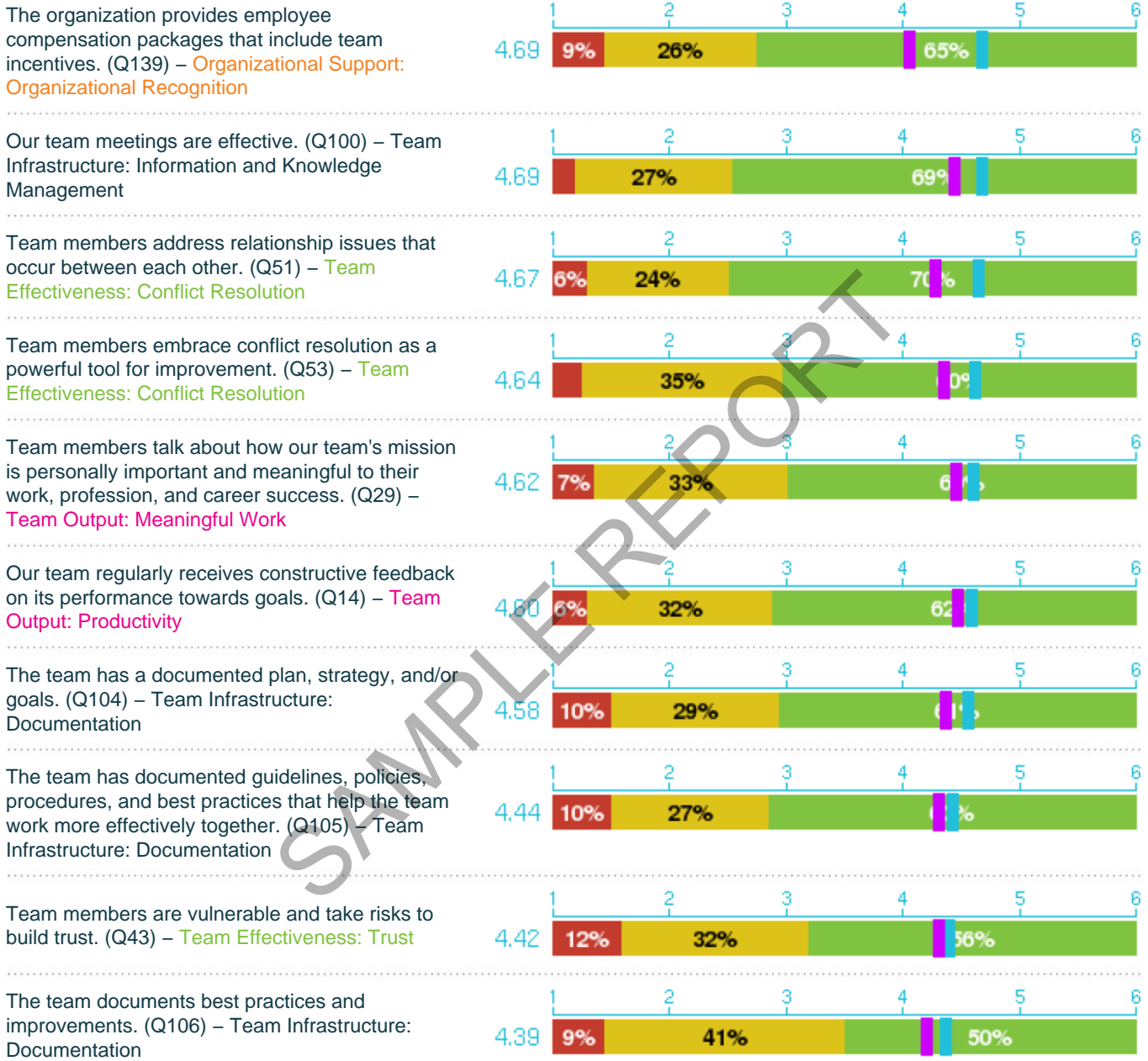
Most Debatable Ten Team Elements

Read this section to quickly understand the key team performance elements to focus upon. The next three pages highlight individual team statements that were ranked high or low and for which there was the least consensus.



BOTTOM TEN TEAM ELEMENTS

The following is a listing of the bottom 10 Elements for your team. Overall, your team members clearly agree that your team is not doing well with each of these elements. It is important to discuss what your team is not well and to determine next step actions to improve in these areas.



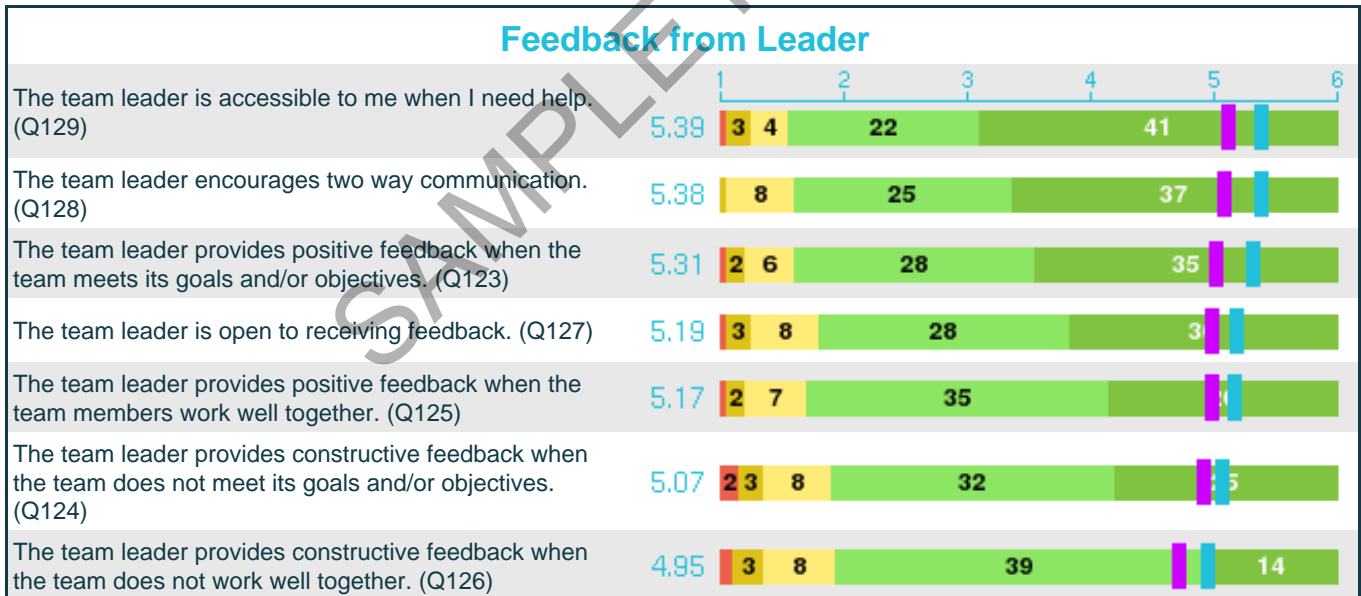
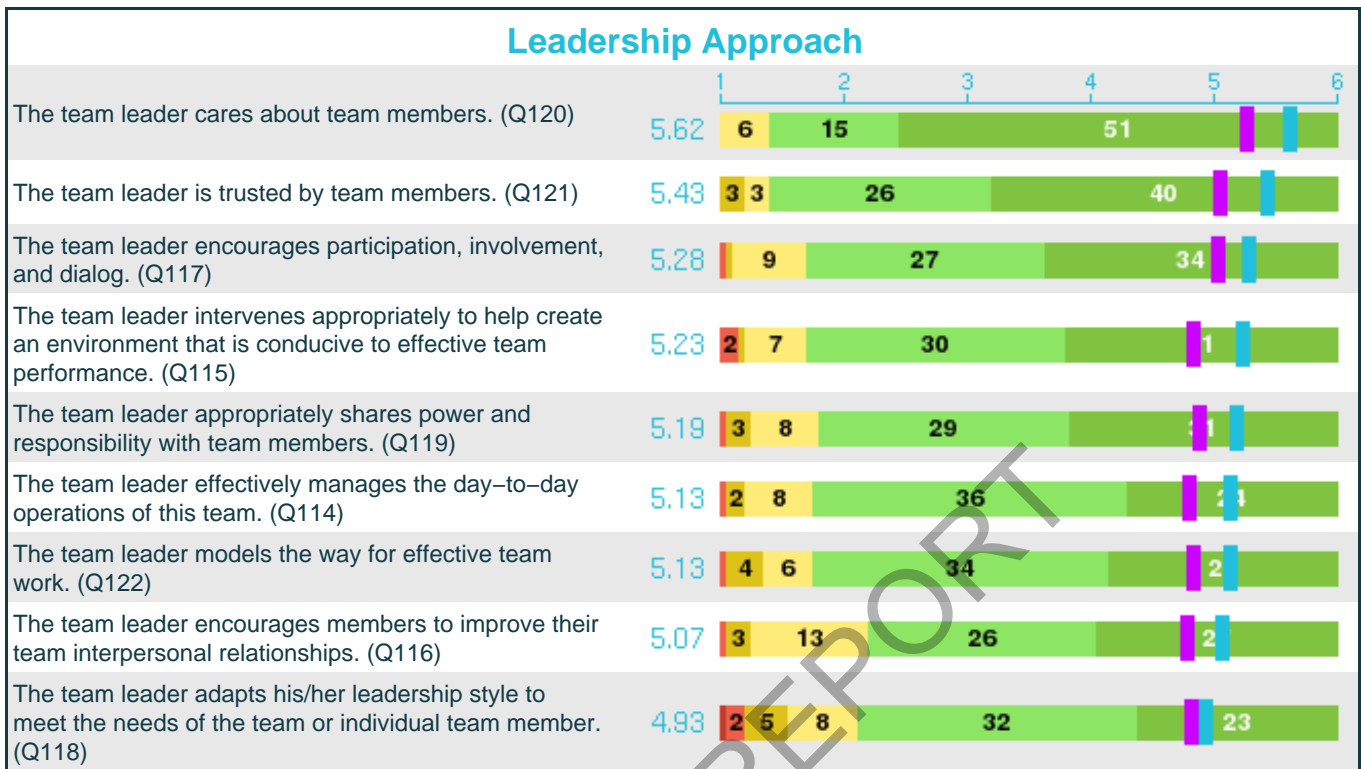


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DETAILED RESULTS - THE ELEMENTS

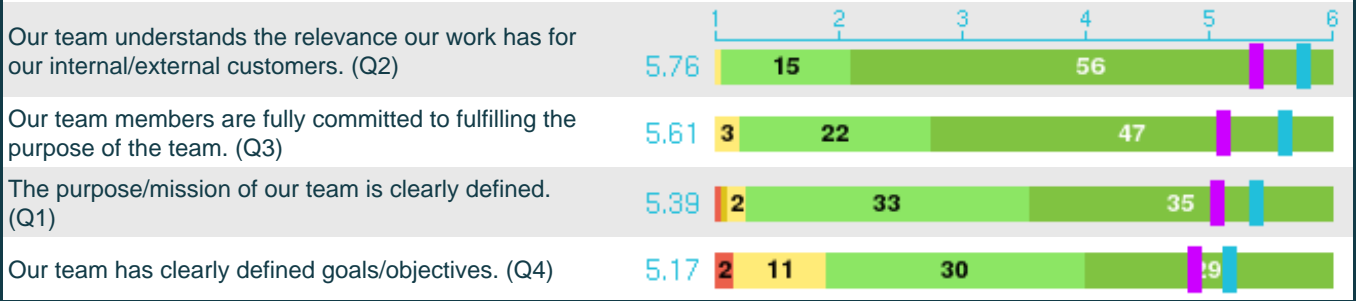
How to Read Your Detailed Results
Element Results by Bar Graph
Element Results by Table

The following pages provide you with an opportunity to dig deep into your results. Each Element listed is a foundational best practice for Team Performance. Study this data to glean areas to work on to enhance Team Performance. The data is first listed by Bar Graph and then is followed by a ranking chart.

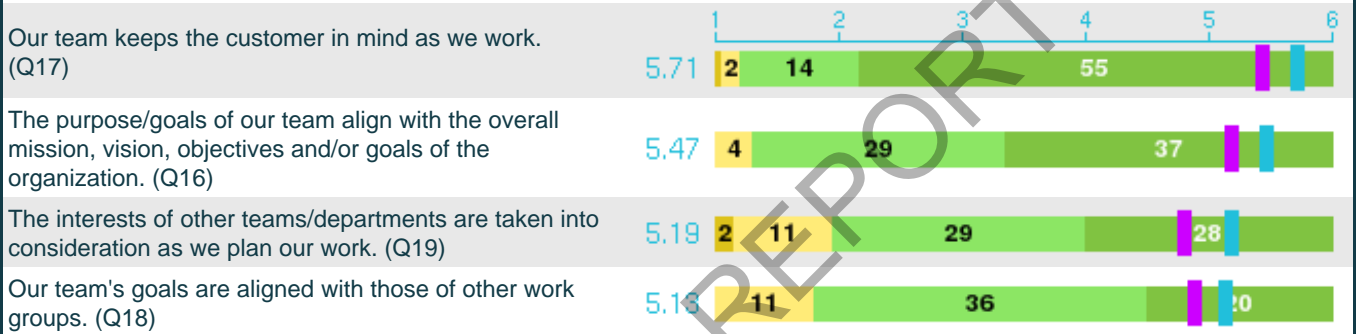




Purpose, Mission, and Goals



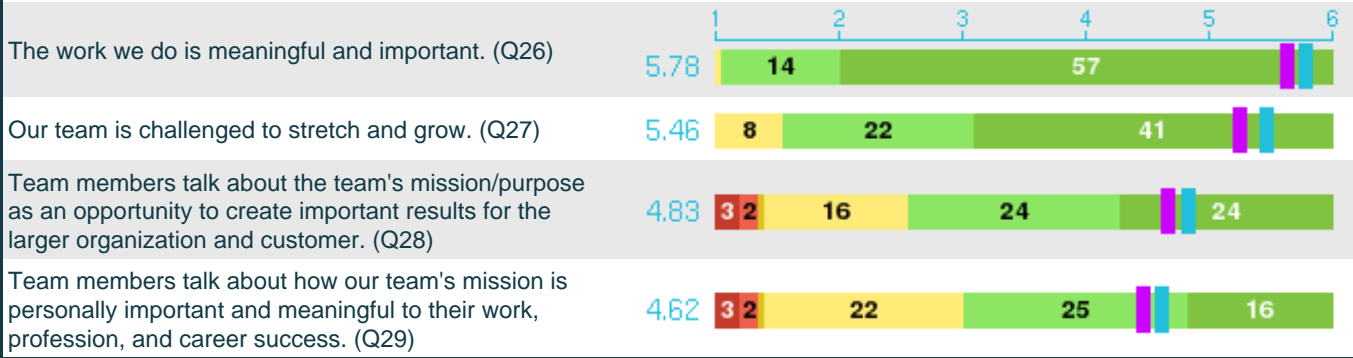
Organizational Alignment



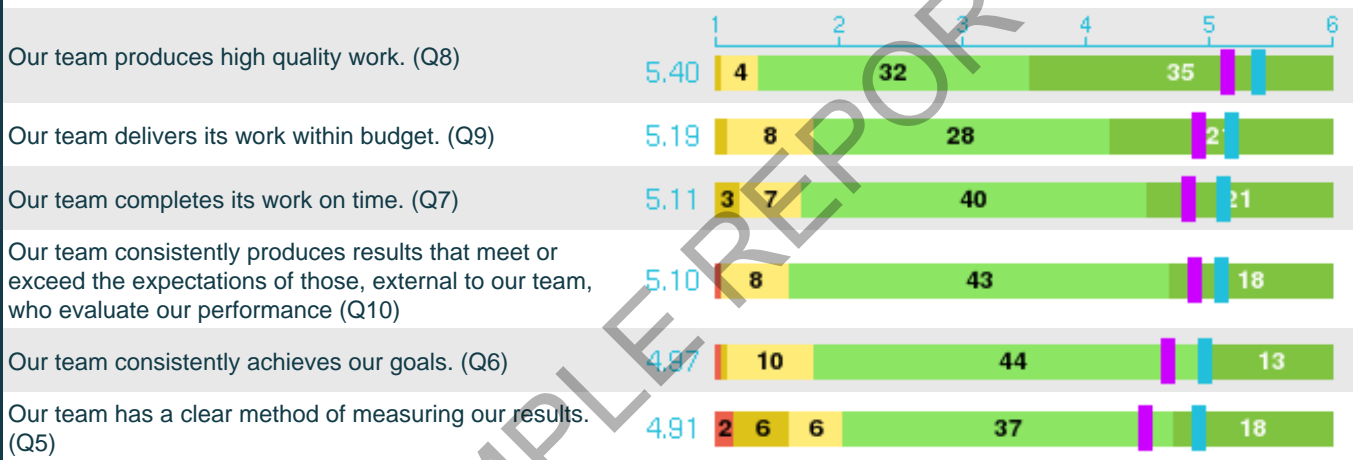
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Meaningful Work



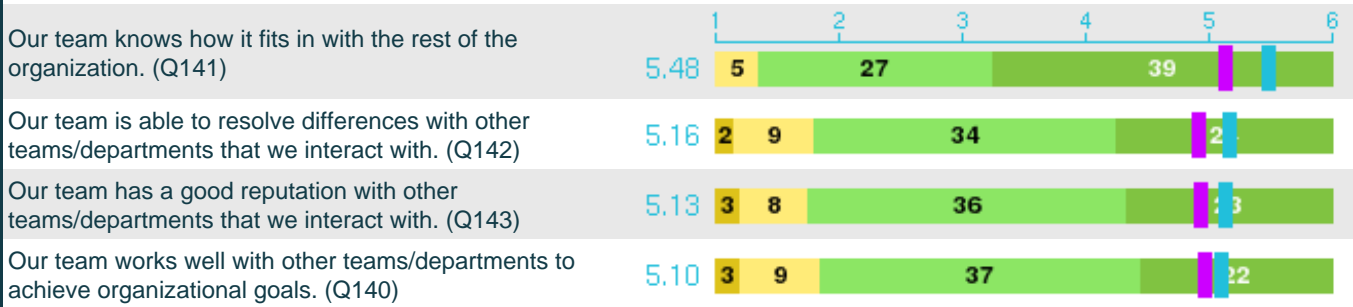
Results



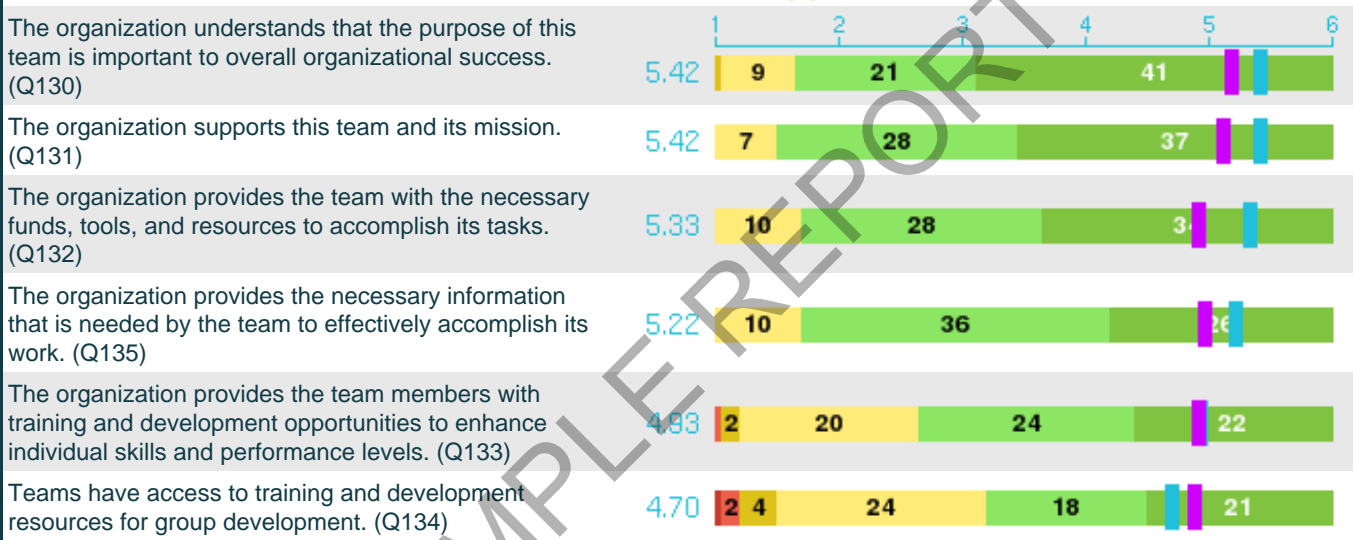
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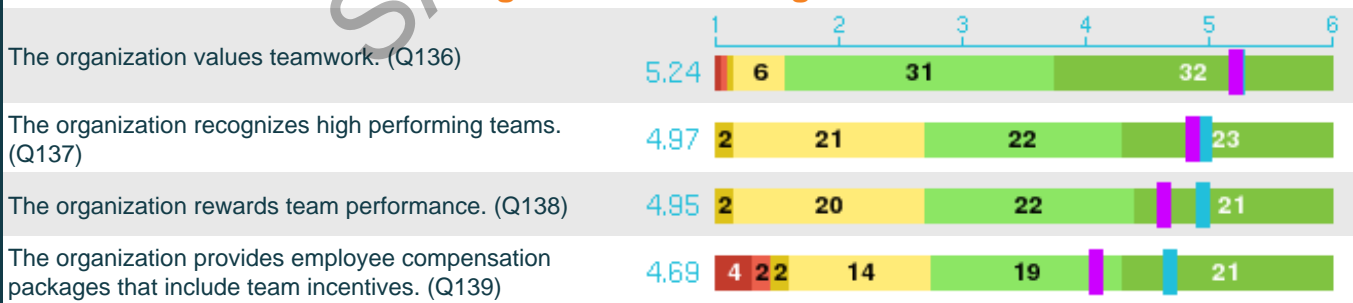
Inter-Team Dynamics



Resources and Support



Organizational Recognition



On the following pages, elements are listed from highest to lowest based on component average, then subcomponent average and finally by element average.

AVE: This is the team average for the element.

SD: This number, SD (Standard Deviation) is an index of discord among team members. SD greater than one are highlighted in red and indicate a wide range of answers of at least 4 points. For these elements, the team has much room for debate concerning the element's impact on the team.

NORM: This is the average rating for all team assessments to date.

Rank: This number is the rank of the element (by average) compared to all others. For example, 1 indicates the highest ranked element. The top ten and bottom ten elements are highlighted in green and red, respectively.

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ELEMENT	AVE	SD	Norm	Rank
Component – Organizational Support	5.12	0.85	4.91	–
Subcomponent – Inter-Team Dynamics	5.22	0.73	4.98	–
Our team knows how it fits in with the rest of the organization.	5.48	0.62	5.13	23
Our team is able to resolve differences with other teams/departments that we interact with.	5.16	0.75	4.91	83
Our team has a good reputation with other teams/departments that we interact with.	5.13	0.77	4.94	90
Our team works well with other teams/departments to achieve organizational goals.	5.10	0.77	4.96	93
Subcomponent – Resources and Support	5.17	0.81	5.00	–
The organization understands that the purpose of this team is important to overall organizational success.	5.42	0.76	5.19	32
The organization supports this team and its mission.	5.42	0.66	5.12	34
The organization provides the team with the necessary funds, tools, and resources to accomplish its tasks.	5.33	0.71	4.92	43
The organization provides the necessary information that is needed by the team to effectively accomplish its work.	5.22	0.67	4.97	64
The organization provides the team members with training and development opportunities to enhance individual skills and performance levels.	4.93	0.92	4.92	115
Teams have access to training and development resources for group development.	4.70	1.13	4.89	133
Subcomponent – Organizational Recognition	4.96	1.02	4.70	–
The organization values teamwork.	5.24	0.94	5.21	60
The organization recognizes high performing teams.	4.97	0.87	4.87	109
The organization rewards team performance.	4.95	0.87	4.63	113
The organization provides employee compensation packages that include team incentives.	4.69	1.39	4.08	134

SAMPLE REPORT



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ACTION PLANNER

Introduction
Degree of Improvement
Actions to Take
Document Our Plan
Take Action

Use this section to determine next step actions to increase your team's performance.