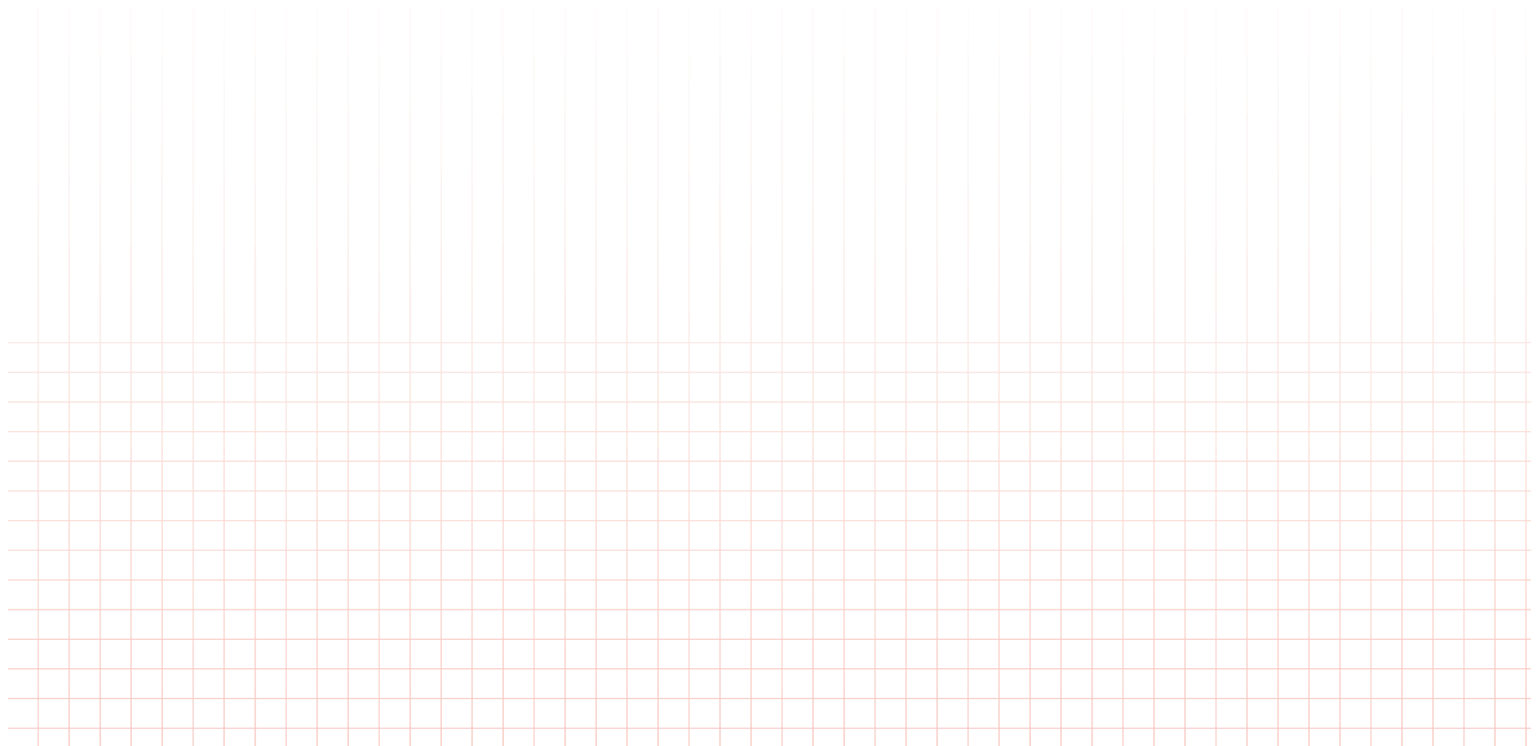




Team Effectiveness Survey

Team Results

Prepared for A. N. Example - Key Project Team 2014





Introduction

Red 10's 9 Dimensions of personal, team and leadership development provide a framework for development activity. The content of each Dimension has been derived from what has been found to be observably true over the course of twenty years of coaching and facilitating leaders and teams across a range of cultures, industries and sectors, both public and private.

The Team Effectiveness Survey™ (TES) is designed to assess the extent to which members of your team perceive the team to be operating effectively when measured against the 9 Dimensions.

Your team results are derived from the amalgamated ratings chosen by all the team members who completed the survey.

The results of the TES provide a picture of the current level of team effectiveness and are a starting point for team discussions about what changes may be appropriate and would make the team more effective.

The TES can be used to support both the Red 10 Team 'Start-Up' Workshop and the 'Re-fuelling' Workshop or can be a useful source of information for team discussions focused on team health.

Contents

Section 1 - Interpreting your Team's Results gives instructions for interpretation of the results of the TES.

Section 2 - Results against the 9 Dimensions gives details of how your team perceives its current level of effectiveness when rated against each of the 9 Dimensions.

Section 3 - Overview offers the overall summary of your team's results.

The 9 Dimensions



Section 1

Interpreting your team's results

On each page in Section 2 you will find a description of one of the 9 Dimensions followed by your team's ratings. On the right hand side of the page you will see a vertical bar depicting a green, amber and red-coloured spectrum referred to as the 'Traffic Light'. Your team's overall rating is indicated on the Traffic Light by the position of a black diamond. The Traffic Light runs from Red at the top through to Amber in the centre and to Green at the bottom.

The further into the Green the black diamond is positioned, the more positively you and your fellow team members have rated your team's overall effectiveness.

The further into the Red the black diamond is positioned, the more negatively you and your fellow team members have rated your team's overall effectiveness.

Please see this example result based upon the Dimension of Identity.

In this example, the team's amalgamated ratings have positioned the black diamond towards the Green end of the spectrum suggesting that the team perceives itself to be very effective on this Dimension.

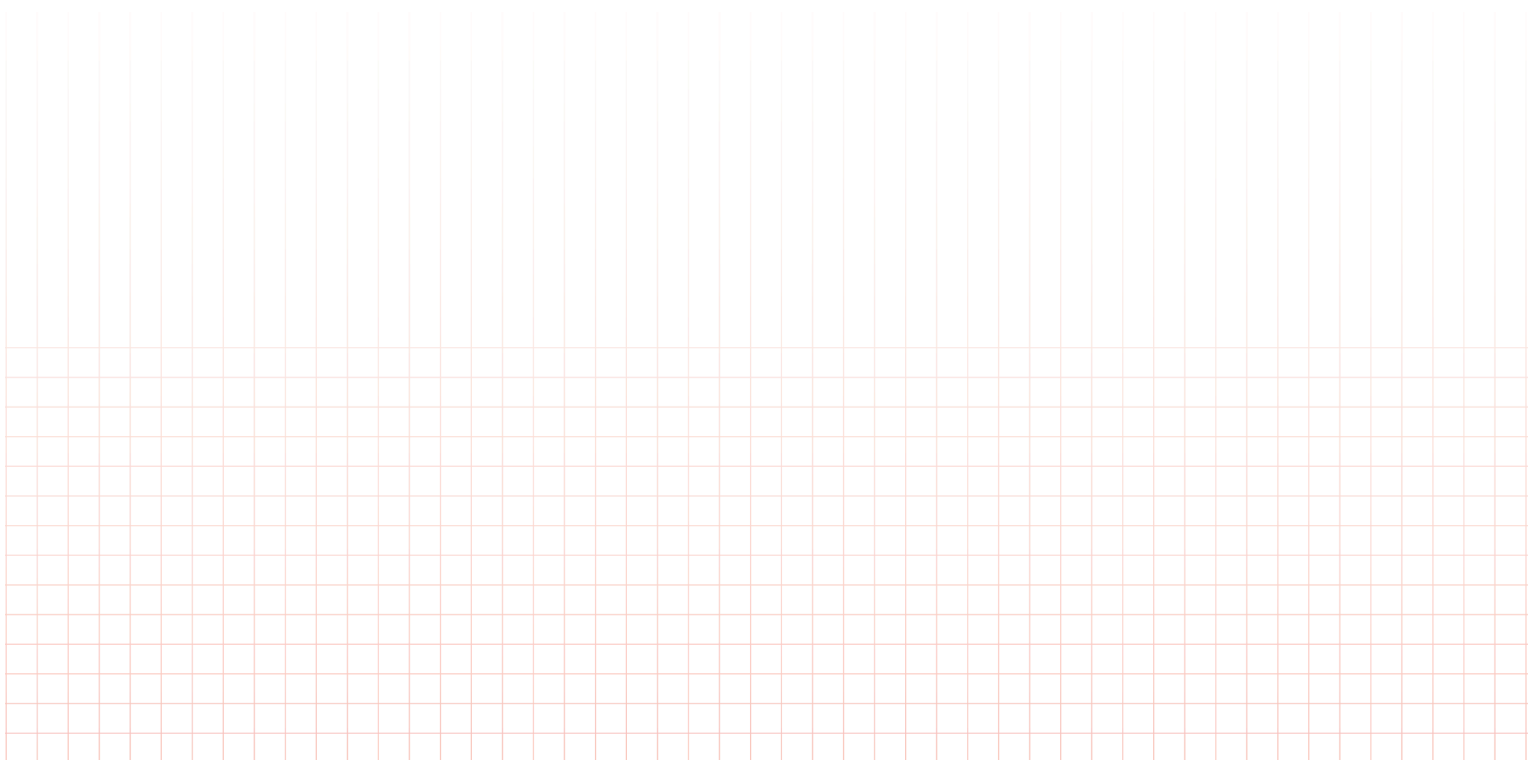
If your team has rated a Dimension to be in the Red or Amber zone, you will find a description of what the team is in danger of experiencing should no action be taken.

At the bottom of each page, you will see how the team has rated seven statements pertaining specifically to the Dimension in question when completing the TES. This information will help your team to identify specific areas for discussion and action.



Section 2

Results against the 9 Dimensions



A large grid of red lines, intended for data entry or analysis. The grid consists of 20 columns and 20 rows of small squares, with a larger margin at the top.

This is a single example page

Vision

What is Team Vision?

The word Vision is derived from the Latin verb 'videre' meaning 'to see'. For a team, a vision is the shared, compelling picture of the future for all to see; how the team wants to be and how circumstances will be when then team's purpose has been achieved. Teams with a clear vision readily attract others towards them who want to be part of that future. Excited by what the vision will bring, the energy team members create becomes infectious. Teams effective in the Vision Dimension are unlikely to find it hard to recruit new members and will find it easier to attract resources.

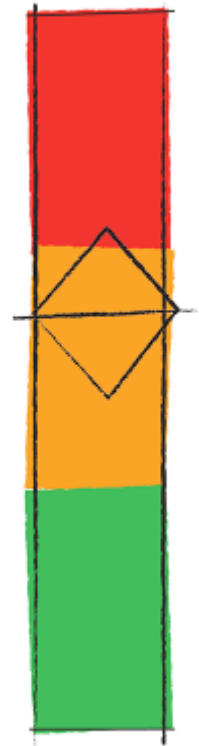
Teams need a Vision to help them to understand the difference they want to make as a unit. The team's purpose is whatever they need to do or be to get them to their vision.

A team vision is considered to be compelling when members feel both excited by what will be and, at the same time, impatient to get there.

For the Dimension of Vision, your team is in the Amber Zone of the Traffic Light.

This Dimension is likely to require some level of change. Teams taking no action when the Dimension of Vision is in the Amber Zone are at MEDIUM risk of:

- ◆ Becoming aimless
- ◆ Focusing on today at the expense of tomorrow
- ◆ Failing to provide direction for others
- ◆ Being subsumed into someone else's vision
- ◆ Getting short-term gain for long-term pain
- ◆ Experiencing high team turnover
- ◆ Having to work hard to keep resources



Breakdown of responses by statement

We are clear about the value our vision will bring	We make decisions mindful of the future	We share the same aspirations for the team	We can readily articulate the vision for this team	We have taken steps to communicate our vision	We have a compelling and inspiring vision	We know what future we are creating for ourselves and our customers

Section 3

Overview

Identity: the essential nature of the team



Values: the team's 'stake in the ground'



Partnership: leading hand-in-hand with others



Vision: a shared, inspirational picture of the future



Reality: the foundations upon which the team builds its future



Strategy: the 'road map' to the future



Connection: a motivating climate for sustained commitment



Execution: creating the conditions required for great performance



Learning: the lifeblood of team effectiveness

