

SOCIAL COHESION

The Primary Fuel for the Results of High-Achieving Teams.

1. Team members safely ask each other for help
2. Ideas freely flow
3. The whole team is in sync with the organization's priorities
4. There is a focus on mutual purpose, results and successful execution

How Can Teams Evolve to Consistent "High-Achieving" Levels?

A Commitment to:

- ✓ A Common Purpose
- ✓ A Common Set of Performance Goals
- ✓ An Agreement on How To Execute and Hold Each Other Accountable

Our STRUCTURED TEAM ASSESSMENT helps you discover and analyze where to best invest you team's time and energy in order to raise their performance levels.

Our Team Assessment will Help You Explore Your Team's

- 1. Purpose, Motivation and Performance Goals:**
How do they live up to their purpose and performance goals while staying motivated?
- 2. External Processes and Systems:**
How they interact and influence external stakeholders?
- 3. Relationships:**
How they build the cohesion necessary for high-achievement and performance?
- 4. Internal Processes and Systems:**
How do they structure their communication and decision-making processes for maximum effectiveness?
- 5. Learning Processes:**
How can they constantly grow, adapt and build capacity to the ever-changing business landscape?
- 6. Leadership:**
How can the team best partner and support Leadership to reach the organization's goals?

DIRECTIONS Use the scale below to indicate how each statement applies to your team. It is important to evaluate the statements honestly and without over-thinking your answers.

This assessment works best when everyone in the team takes it, the results are aggregated and discussed to collectively identify the team's strengths and relevant development opportunities. The key is the collaboration and dialogue the team engages on after analyzing the results.

RATING SCALE

Totally Disagree - 1

Disagree - 2

Neutral - 3

Agree - 4

Totally Agree - 5

	SCALE	(1-5)
1. Team members clearly understand goals and objectives		
2. Team members clearly understand each other's roles and responsibilities		
3. Team members pro-actively refine processes to improve team effectiveness		
4. All team members participate and feel heard in team discussions.		
5. The team engages in effective decision-making		
6. Team members are clear about their own roles and what is expected of them		
7. Team communication is transparent and honest		
8. Team members actively and safely question issues in order to arrive at the best strategy		
9. Team members are comfortable discussing their mistakes and concerns with each other		
10. Team members routinely link their work and discussions to the team's shared purpose		
11. Team engages in productive and objective debates to work through problems		
12. Team members are focused on results		
13. Team members hold themselves and each other accountable for results, deadlines and team agreements		
14. Team members appropriately support each other by asking for/receiving advice		
15. Team members are willing to try new things and take risks		
16. Team members are willing to make sacrifices to ensure goals are met		
17. Team members pro-actively look to develop themselves and the team as a whole		
18. Team meetings are effective, interesting and impactful		
19. Team members focus on elevating team achievements more than individual ones		
20. Team members are comfortable talking about their personal lives while respecting each other's boundaries		

Scoring Instructions:

1. Transfer your ratings from the statement in the Team Assessment to the corresponding blanks below. Make certain that the number you assigned to each statement is transferred to the appropriate blank.

2. Add the columns and fill in the totals.

3. Determine your team's opportunities by dividing the total score by the number indicated below the total for each column.

Build Trust

4.	
7.	
9.	
14.	
TOTAL	

Build Effectiveness

1.	
3.	
5.	
18.	
TOTAL	

Build Cohesion

2.	
10.	
17.	
20.	
TOTAL	

Build Innovation

1.	
3.	
8.	
15.	
TOTAL	

Build Dialogue

3.	
4.	
7.	
8.	
11.	
TOTAL	

Build Accountability

1.	
2.	
6.	
13.	
16.	
TOTAL	

Build A Results Focus

1.	
10.	
12.	
16.	
19.	
TOTAL	

Score 20-25

STRONG FOCUS

A probable indication that the team has a strong focus in this area.

Score 10-19

POSITIVE GROWTH

A probable indication that the team can strengthen its focus in this area, however, there are some positive signs of growth.

Score 0-9

NEEDS IMPROVEMENT

A probable indication that this is an area where the team needs to invest time and energy improving.



Build on your Team's Strengths and Drive towards High Performance with Aleman & Associates

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