

## Team Diagnostic Assessment and Team Development Process

### Diagnostic Assessment to Measure Productivity and Positivity

The Team Diagnostic Assessment Tool™ provides a benchmark for your team and a map for moving forward. It was developed for teams to understand the areas in which your team excels and those which could be enhanced.

**Productivity factors** support your team in achieving results, accomplishing tasks and staying on course to reach goals and objectives. **Positivity factors** focus on the interrelationships between team members and the spirit or tone of the team as a system. **Combined, productivity and positivity** are the essential factors that create high performing, sustainable teams.

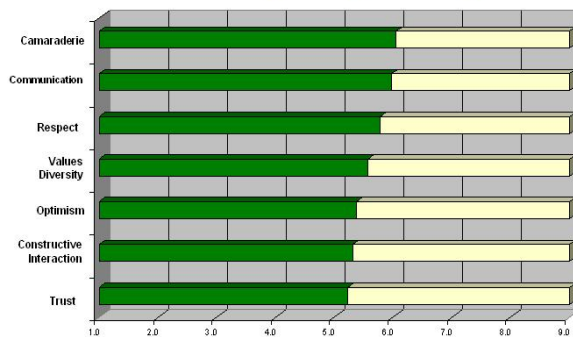
The assessment was developed by Team Diagnostic International (TDI™) and is based on systems theory and the work of the Center for Right Relationship™, leading authorities in team development. Emotional Intelligence, Appreciative Inquiry and team research from leading universities is incorporated.

### Sample Assessment Results:

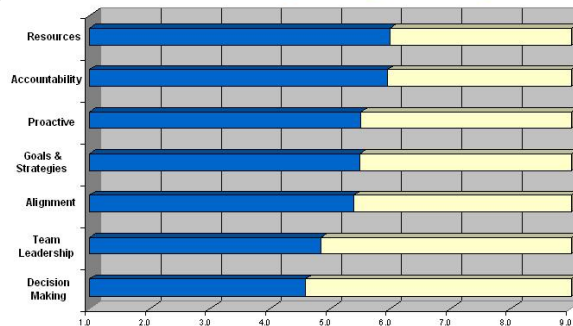
These diagrams are just some of the numerous graphical representations of your team's results.

Reviewing and interpreting the results with an organizational/ relationship systems coach is where the real value exists – your team's "story" unfolds as the coach's skilled facilitation helps your team examine inter-relationships and as your team experiences exercises customized to enhance their specific results.

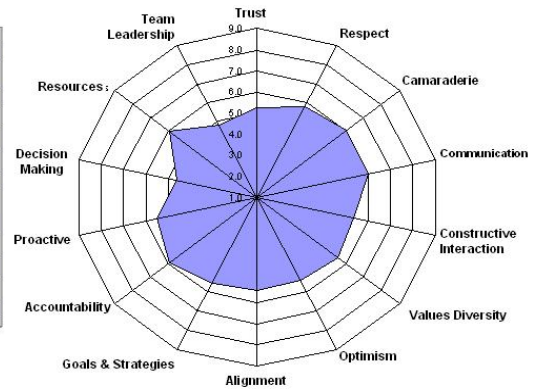
Positivity Strength Rating



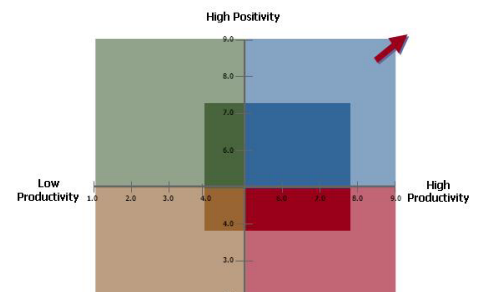
Productivity Strength Rating



Measuring the System



Team Matrix Position



### Methodology of assessment tool and team development process:

1. Provides a benchmark to reveal the opportunities for enhancing your team's productivity and positivity
2. Engages your team where they believe they have the most leverage and opportunities
3. Outcomes are specific to your team – your team will create an action plan and agreements for moving forward, to which they will be held accountable throughout the process

### Highlights and benefits of this diagnostic tool:

- An accurate and unique method to measure team effectiveness and improvement over time
- Identifies your team's current state as well as next steps for team development
- Can be customized to address specific team requirements
- Assessment results are integrated into team building exercises to improve your team's results (next pg)→

# Team Diagnostic Assessment and Team Development Process, cont'd

## Customized Team Development Session to Work With Assessment Results

A customized workshop is designed for your team which occurs during a one to three-day off-site meeting to review the assessment results and facilitate team building exercises specifically designed to improve the areas that the team scored low as well as to enhance the areas in which the team scored high.

This workshop is customized based on your team's specific assessment results, and includes several experiential exercises to help your team do some or all of the following:

- Understand how the team views itself currently and how the team wants to be structured for optimal results
- Create agreements for the team's communications and interactions with each other
- Experience what it's like to be other members of the team
- Increase their productivity factors to be more productive as a group
- Increase their positivity factors and interact differently with each other to enhance relationships
- Engage all members of the team, so each member's "voice" is heard

### Process:

1. **Assessment:** All team members complete the online assessment in approximately 15-20 minutes.
2. **Workshop:** Cheryl Mann, Authorized Diagnostic Facilitator and team coach trained in organization/relationship systems, meets with your team over a one to three-day period to review the team's results and facilitate exercises customized to improve the team's results that scored low and further enhance areas that scored high. With larger teams, Cheryl may co-facilitate with additional facilitators to best serve your team.
3. **Sustainability:** After the offsite, Cheryl and/or co-facilitators provide on-going support to keep the team on track. This is critical to maintain focus, sustain momentum and ensure accountability, while also increasing the team's return on investment (ROI) in this process. Typically, teams work with the coach monthly, in person or via telephone. Sessions vary in content and length. A follow-up assessment at 6 months or 1 year is recommended to measure the team's progress.

### Outcomes of the diagnostic tool and team building session(s):

While specific results vary by team, this process is designed to produce the following outcomes:

- Create stronger relationships among team members which produce greater results
- Improve positivity through increased levels of trust, respect, empowerment and camaraderie by creating improved processes and practices in team's communications
- Improve productivity by creating plans, goals and accountability to achieve desired results
- Benchmark and measure team's progress over time

### The Bottom Line - Research shows:

- **Best performing teams show high scores in both productivity factors and positivity factors**
- **By increasing positivity (relationships), teams improve their productivity (results)**
- **Teams cannot sustain high productivity in the presence of low positivity**

***Measure your team's productivity and positivity and help your team enhance their effectiveness!***

