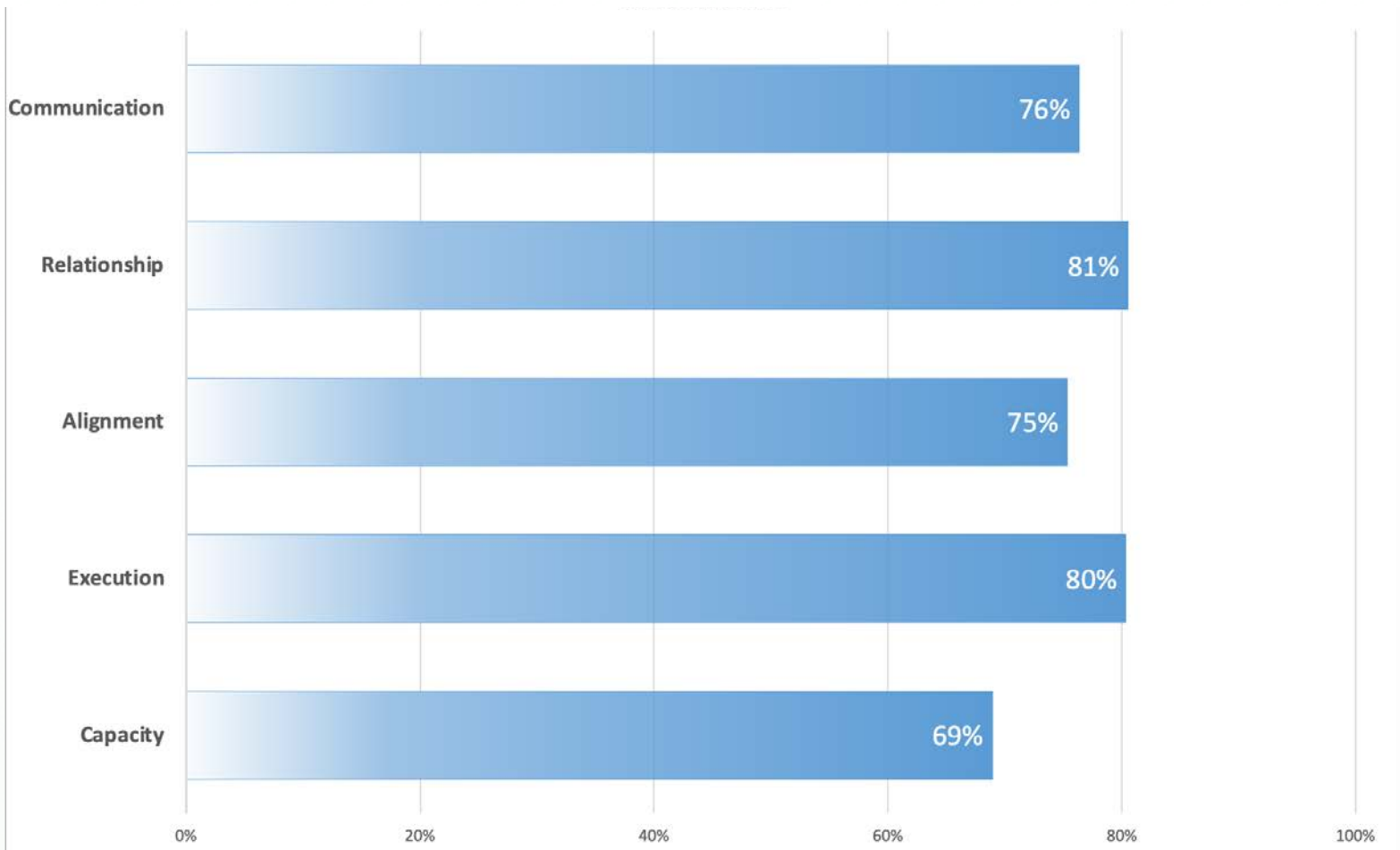


EXAMPLE COMPANY TEAM PERFORMANCE REPORT

High performing teams regularly measure their performance against key metrics. This report indicates a snapshot of where you are today so that you can consider which areas need the immediate attention.



COMMUNICATION

High performing teams communicate effectively. If drama, inefficiency, unnecessary conflict, or frequent dropping the ball, then there may be opportunities for improvement.

Communication	Average Score
Our team truly hears, appreciates, and values every team member's voice and contribution	83
Our team communicates change clearly within our team and with others outside of our team	73
Our team has a clear strategy for internal team communication and we adhere to it	73
Our team operates with a meeting rhythm (weekly, monthly, quarterly, etc) that is appropriate and helpful for team connection and productivity	75
Our team communicates change clearly within our team and with others outside of our team	83
Our team uses 80d upon tools, methods, and strategies to limit or resolve misunderstandings and confusion	75
Our team is consistently informed and clear about important information	68
Our team knows what to share, when to share it, and with whom to share it	68
Our team does not have any individuals who dominate meeting time	75
Our team members effectively bring appropriate critique and feedback	80
Our team uses an appropriate and helpful tone and tact with one another	90
Our team communicates openly and honestly with one another	83
Our team uses appropriate and helpful non-verbal communication with one another	78
Our team communicates effectively with other teams within the organization	78

RELATIONSHIP

Is gossip, mistrust, turf wars, or toxic environments the norm in your team?

Relationship	Average Score
Our team has a high level of relational trust with one another	90
Our team is intentional with all their relationships, including those outside the team	83
Our team leads through influence, which comes from trust and vulnerability, not relying solely on positional power	85
Our team manages the tension of being present with people and being productive with tasks	78
Our team chooses the right medium (e.g. face-to-face, email, text) when having tough conversations	83
Our team engages in regular group activities and traditions that are not directly task related for the purpose of cultivating unity and rapport	75
Our team does not have relational drama and gossip	55
Our team addresses conflict in a timely, respectful, and constructive manner	75
Our team consistently speaks highly of each other - internally and externally	85
Our team assumes the best in each other instead of expecting the worst	85
Our team truly wants the best for each other	93
Our team builds each other up rather than tearing each other down	90
Our team finds the right balance between encouragement and constructive feedback in our interactions with each others	80
Our team puts the needs of others before their own needs	73



ALIGNMENT

High performing teams generally do not waste effort, lose time, experience duplicate work, or experience division.

Alignment

Average Score

Our team is energized by and pursues our organization's mission and vision	90
Our team matches people to the right roles to allow them to leverage their natural strengths and competencies	93
Our team prizes winning as a team more highly than individual advancement, accolades, or agendas	83
Our team has a culture of empowerment and opportunity that allows us to thrive	88
Our team values collaboration with other teams and avoids a silo mentality	80
Our team finds their work fulfilling and engaging	80
Our team understands the on-going roles and responsibilities of everyone on the team	73
Our team understands the strategic priorities of the organization	63
Our team understands how the team contributes to the strategic priorities of the organization	68
Our team has a system for measuring progress toward the strategic priorities of the organization	68
Our team knows where to access a regularly updated visual guide detailing cultural and strategic alignment (e.g. vision, mission, values)	58
Our team consistently reviews and reinforces cultural alignment (e.g. vision, mission, values)	68
Our team consistently reviews and reinforces strategic alignment (e.g. strategic priorities, objectives, goals)	68
Our team understands the intent behind what they are being asked to do and how it fits with the strategic priorities of the organization	80

EXECUTION

Does your team struggle to meet goals, miss deadline, blow their budget or experience a damaged credibility?

Execution	Average Score
Our team uses clear and objective metrics to define success and uses data to show when it has been achieved	78
Our team celebrates success effectively	85
Our team shares progress, plans and problems with tasks / projects on a daily basis	73
Our team meetings are effective and efficient	83
Our team encourages and values continuous improvement	90
Our team knows who is responsible for every task / project	78
Our team has a system for prioritizing what should be done next	88
Our team relies on data when prioritizing task / project decisions	78
Our team knows what needs to be done now	85
Our team sets goals with realistic expectations	85
Our team has a transparent system for setting deadlines and for systematically reviewing progress as a team	75
Our team utilizes a live online collaboration tool for recording all task / project elements	83
Our team utilizes processes and tools that drive innovation	73
Our team understands the importance of and actively engages in developing themselves and others	75

CAPACITY

Is burnout, missed opportunities, turnover, or stagnation the norm for your team?

Capacity	Average Score
Our team utilizes a range of intentional tools, methods, and strategies for sharing skills, knowledge, and expertise	78
Our team documents processes, workflows and important information	68
Our team has a clear succession plan in place for each member of the team	60
Our team has the margin to do more and capitalize on new opportunities	60
Our team has a sustainable work load and healthy rhythms	58
Our team knows who they are helping to develop	70
Our team knows who is helping to develop them	70
Our team has clarity on the skills and behaviors that they, as individuals, need to develop	70
Our team has clarity on the skills and behaviors that those around them need to develop	70
Our team is able to continue to execute when team members are absent, even if unexpectedly	78
Our team is able to continue to execute even when significant changes occur in the wider organization or external marketplace	70
Our team knows where to find the expertise and resources required in order to help them grow	75
Our team has a process for developing others	68
Our team lives out the organizational values in our daily interactions, both internally and externally	73