

Initial Teaming Report

3RD MARCH 2017

Richard Burke | Resilience Matters | March 3, 2017

Summary

The 9 team members were given a team survey containing 56 questions covering 8 major team dynamics. The surveys were collected and processed. The detailed results can be seen in pages 3 to 6.

The following summary scores are expressed as a % of the maximum score available.

Purpose & Goals	=	82%
Roles	=	74%
Team Processes	=	78%
Team Relationships	=	81%
Intergroup relations	=	77%
Accountability	=	75%
Passion	=	82%
Skills & Training	=	83%

The team scored a total 219 out of a possible maximum score of 280 which identifies the team as an “Emerging Team” This is a very strong result considering the team is so new. As a note, a score of 224 is the lower boundary for an “Authentic Team”, so you are very close.

Typically in emerging teams there are one or two areas to be addressed. It is not unusual for team results to depend upon the performance of a few individuals rather than the contribution of everyone in the team. The team is called “emerging” because in a sense everyone has not committed to the team in the same way. Emerging teams are generally more effective when tasks are routine or well known. They are less effective when challenged with more difficult tasks or new responsibilities.

The high score for xxxxxx is being buoyed up from the passion and experience of its owners and the expectations they have of their team. It is clear that a high standard is expected and the well-chosen new team are rising to the challenge. Developing an action plan from the sections below will help put steps in place to build on this strong foundation.

OFF-SITE MEETING

A 4 hour meeting is planned on Thursday 6th April from 9am to 1pm.

In the first hour I will introduce myself and then the team results. I will also give a 30 minute talk called "The Resilient Mind...bite-sized" which will give people an appreciation of how their mind works, what stress is and how to deal with it.

The remaining 3 hours will be spent brainstorming the results below to generate an action plan from each of the categories listed. Particular attention should be given to the lowest scores and the items with the highest standard deviation.

A high standard deviation means that there is a wider spread of scores for specific questions and so an imbalance in opinion. The lower the SD for a question the more agreement there is on the score.

Summary of survey results

Purpose & Goals						
		Average	Std Dev	Max	Min	%
Question 1	Our Team has a meaningful shared purpose	4	0.8165	5	3	80%
Question 9	We are strongly committed to a shared mission	4.11111	0.73703	5	3	82%
Question 17	We focus on big picture issues as much as day to day detail	4	0.4714	5	3	80%
Question 25	We set and meet challenging goals	3.66667	0.66667	5	3	73%
Question 33	We consistently produce strong measureable results	3.77778	0.62854	5	3	76%
Question 41	We make sure our activities help the company achieve its goals	4.55556	0.4969	5	4	91%
Question 49	My mission and goals are the same as the companies	4.44444	0.95581	5	2	89%
					Overall	82%

Roles						
		Average	Std Dev	Max	Min	%
Question 2	Team members clearly understand their roles	3.55556	0.83148	5	2	71%
Question 10	When a role changes it is communicated to everyone	3.875	0.92702	5	2	78%
Question 18	Team members understand each others roles	3.44444	0.95581	5	2	69%
Question 26	Everyone values each members contribution	4	0.8165	5	3	80%
Question 34	Team members avoid duplication of effort	3.11111	0.31427	4	3	62%
Question 42	When a role changes, a plan is communicated so we all know what changes have taken place	3.88889	0.87489	5	2	78%
Question 50	Shared tasks do not create problems	3.88889	0.73703	5	3	78%
					Overall	74%

Team Processes						
		Average	Std Dev	Max	Min	%
Question 3	Team problem solving results in solutions	3.88889	0.56656	5	3	78%
Question 11	We address and resolve issues quickly	4.11111	0.56656	5	3	82%
Question 19	People on team are rewarded for being team players	3.44444	1.34256	5	0	69%
Question 27	Group meetings are very productive	4.22222	0.62854	5	3	84%
Question 35	Team members avoid duplication of effort	3.88889	0.73703	5	3	78%
Question 43	Our team is very flexible	3.88889	0.73703	5	3	78%
Question 51	We choose consensus decision making and do it well	4	0.5	5	3	80%
					Overall	78%

Team Relationships						
		Average	Std Dev	Max	Min	%
Question 4	Team members appreciate one another's unique capabilities	4	0.66667	5	3	80%
Question 12	Team members are effective listeners	4.11111	0.56656	5	3	82%
Question 20	Communication in team is open and honest	3.88889	0.87489	5	2	78%
Question 28	Members of the team trust each other	4	0.66667	5	3	80%
Question 36	We help each other to resolve issues	4	0.4714	5	3	80%
Question 44	We can work out differences in opinion without damaging relationships	4.33333	0.4714	5	4	87%
Question 52	We display high levels of trust and support to each other	4	0.4714	5	3	80%
					Overall	81%

Inter-Group Relationships

		Average	Std Dev	Max	Min	%
Question 5	We are able to resolve conflicts as a team	4.22222	0.62854	5	3	84%
Question 13	Team priorities change to suit demand	4.44444	0.83148	5	3	89%
Question 21	We communicate effectively outside team	3.33333	1.33333	5	0	67%
Question 29	Our team has strong bonds with others outside our business	3.625	0.69597	5	3	73%
Question 37	We work to align our plans with outside groups that can aid us	3.77778	0.78567	5	3	76%
Question 45	Our collaborations with other teams yield good results	3.75	0.66144	5	3	75%
Question 53	Our goals support the goals of other teams	3.875	0.59948	5	3	78%
					Overall	77%

Accountability

		Average	Std Dev	Max	Min	%
Question 6	Team members take personal responsibility for the effectiveness of our team	3.77778	0.78567	5	3	76%
Question 14	Team members maintain a can do attitude when frustrated	3.88889	0.56656	5	3	78%
Question 22	Team members take initiative to resolve issues themselves without involving leader	3.11111	0.73703	4	2	62%
Question 30	We spend very little time complaining about things we cannot control	3.66667	0.4714	4	3	73%
Question 38	We seek out and give each other constructive feedback	4	0.4714	5	3	80%
Question 46	Each member is sure what is expected of them and takes pride in a job well done	4	0.8165	5	3	80%
Question 54	We consider the impact of our actions on other members	3.88889	0.73703	5	3	78%
					Overall	75%

Passion						
		Average	Std Dev	Max	Min	%
Question 7	Working in our team inspires people to do their best	4.22222	0.78567	5	3	84%
Question 15	Team has a strong sense of accomplishment	3.88889	0.56656	5	3	78%
Question 23	People are proud to be part of our team	4.33333	0.66667	5	3	87%
Question 31	Members frequently go beyond what is required and do not hesitate to take initiative	3.55556	0.68493	5	3	71%
Question 39	We attract and keep top performers	4	0.5	5	3	80%
Question 47	We are excited about the contribution we make to the success of the company	4.33333	0.66667	5	3	87%
Question 55	We are proud of our achievements and optimistic about the future	4.44444	0.68493	5	3	89%
					Overall	82%

Skills & Learning						
		Average	Std Dev	Max	Min	%
Question 8	We have the skills we need to do our jobs effectively	4.11111	0.73703	5	3	82%
Question 16	We always ask ourselves , how can we improve ?	4.33333	0.4714	5	4	87%
Question 24	As a team we are always focused on our main KPI's	3.44444	0.68493	5	3	69%
Question 32	We view everything, even mistakes as opportunities for learning and growth	4.33333	0.4714	5	4	87%
Question 40	We use various types of training to keep our skills up to date	4.55556	0.4969	5	4	91%
Question 48	We embrace continuous change	4	0.4714	5	3	80%
Question 56	We work to ensure we are using best practice methods	4.11111	0.56656	5	3	82%
					Overall	83%