TEAM DIAGNOSTIC™

Measure Team Conditions Improve Team Performance Sustain Team Results



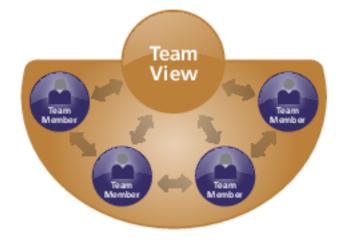
Most current organizational and coaching approaches assess and coach the team as a collection of individuals. In this approach, assessments measure the characteristics, preferences and performance of individual team members and the results are then compiled into a profile in which individuals can compare themselves to one another. This is valuable information for team members, but it is only half the picture. The missing half: a picture of the team as a whole.

The Team Diagnostic™ is a unique approach to working with teams because it regards the team as a dynamic "system". A team is more than the sum of its parts. A team is a living, dynamic entity with its own personality, spoken and unspoken rules, vision, blind spots, even moods. With the Team Diagnostic™ the team's needs are explored independent of the needs of any single member.

This shifts the attention and the work of the team to the team itself. Typical "Team" Assessment Aggregate of individual profiles



Team Diagnostic™ Systems Approach
Team assesses the team as a whole





Team Diagnostic™, continued

Research shows that the most successful teams have the means to take action and build effective relationships to motivate and sustain that action. The Team Diagnostic™ is built on these two fundamental axes:

1.

Factors that optimize productivity

Factors that promote positivity

2.

The Team Diagnostic™ model defines seven separate productivity factors and seven positivity factors. This constellation of competencies and increasingly detailed layers of the report provide a complete picture for creating high-performing teams.

The Team Diagnostic™ model looks at two dimensions:

Low Productivity Low Positivity

High Positivity

PRODUCTIVITY COMPETENCIES

Team Leadership Accountability

Alignment (mission & purpose)

Goals & Strategies

Decision Making

Resources

Proactive (creative initiative)

POSITIVITY COMPETENCIES

Communication

Trust

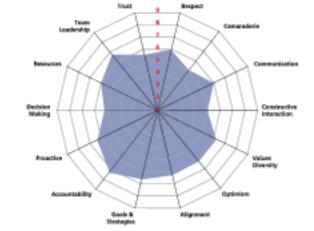
Respect

Values Diversity

Camaraderie

Constructive Interaction

Optimism



Teams that excel at both dimensions are high performing and sustainable. They are creative, adaptable and resilient.

The Team Diagnostic™ is now available in:

- Arabic
- Chinese
- Danish
- Dutch
- English
- English (UK)
- Finnish
- French
- · French Canadian
- German
- Greek

- Hebrew
- Japanese
- Norwegian
- Polish
- Portuguese
- Russian
- Spanish (Latin America)
- Spanish (Spain)
- Swedish
- Turkish

For more information on achieving an average 20% improvement in Productivity & Positivity conditions using the Team Diagnostic™ please contact us at:



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