

Welcome to Team Diagnostic™

Teams are the engines that
drive successful organizations.



www.TeamCoachingInternational.com

“The Team Diagnostic™ systems-based approach to working with teams is breaking new ground in that it creates a mindset and skill set that takes the focus off individual team members’ relationships and creates a new perspective on the team as its own entity. The business case for the Team Diagnostic™ speaks for itself: ‘a focused, aligned, committed, and high performing team.’

I believe the model and assessment assisted me in creating a high-performing team for a very critical project, which I am leading for Johnson & Johnson.”

— M.H., Engineering Technology Manager
Noramco, a Johnson & Johnson company



“This was great! Really started the process of defining our team.”

— R.H., Senior Vice President,
Bank of America

What’s Different in the Team Diagnostic™ Approach?

Measuring the Team as a System

The Team Diagnostic™ methodology is a unique approach to working with teams that is unlike any in the marketplace. What sets it apart from other methodologies is that it regards the team as a “system,” a living dynamic organism that has characteristics that transcend those of any of the individual members. In this way, the team itself is seen as its own entity with spoken and unspoken rules, vision, ideas, blind spots, expectations, and even moods. The spirit of a team infects and influences the individuals and plays a significant role in how the team works together and what the team produces.

Most current organizational and executive coaching paradigms focus on assessing and coaching the team as a collection of individuals. In this traditional model, diagnostic tools are used to measure the characteristics and performance of individual team members. These individual assessments are then aggregated to form a team profile. The limitation of this approach is that the team is represented as discrete data points rather than the system as a whole. Team members view their results in a comparative fashion, looking to see how they have responded vis a vis the other team members. This personal filter separates the individual team members from the system. The unique profile of the team as a whole is lost.

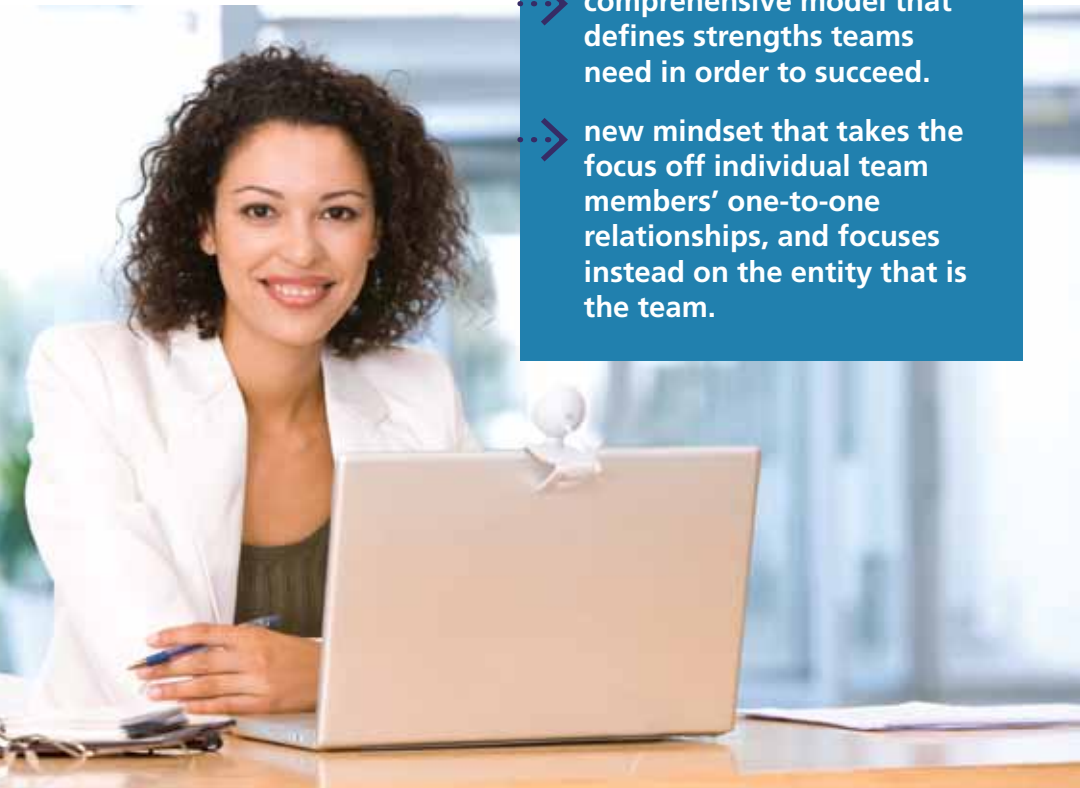
A Proven Model

Teams exist to produce results. Research shows that the most successful teams have the means in place to take action and they build effective relationships to motivate and sustain action. The Team Diagnostic™ is built on two fundamental axes: factors that optimize productivity and factors that promote positivity. Having the people, tools and materials is not enough to achieve outstanding results. The team needs skills and competencies in building an infrastructure that supports collaboration.

The Team Diagnostic™ model defines seven separate productivity factors and seven positivity factors. This constellation of strengths provides a complete picture for high-performing teams.

The Team Diagnostic™ model offers a...

- ..> practical way to measure the system that is the team.
- ..> comprehensive model that defines strengths teams need in order to succeed.
- ..> new mindset that takes the focus off individual team members' one-to-one relationships, and focuses instead on the entity that is the team.



Anonymous Online Administration

Team members go online to access the instrument; when the team is complete, responses are compiled for the whole team. The result is an anonymous and candid report from the team, including their responses to a customized set of open-ended questions. With anonymity protected teams members are more frank and the results more revealing.

The Team Diagnostic™ Approach Practical and Proven

Research Based... Confirmed in the Real World of Teams

Grounded in current team thinking and proven with real teams in the real world, the Team Diagnostic™ approach has established itself as the first choice for measuring the dynamics of team performance.

The Team Diagnostic™ has been deployed to more than 1,000 teams worldwide. There are now certified Team Diagnostic™ coach/facilitators from 42 countries and the assessment is in 22 languages.

The Team Diagnostic™ is now available in:

- Arabic
- Chinese
- Danish
- Dutch
- English
- English (UK)
- Finnish
- French (Europe)
- French (Canada)
- German
- Greek
- Hebrew
- Italian
- Japanese
- Norwegian
- Polish
- Portuguese
- Russian
- Spanish (Latin America)
- Spanish (Europe)
- Swedish
- Turkish

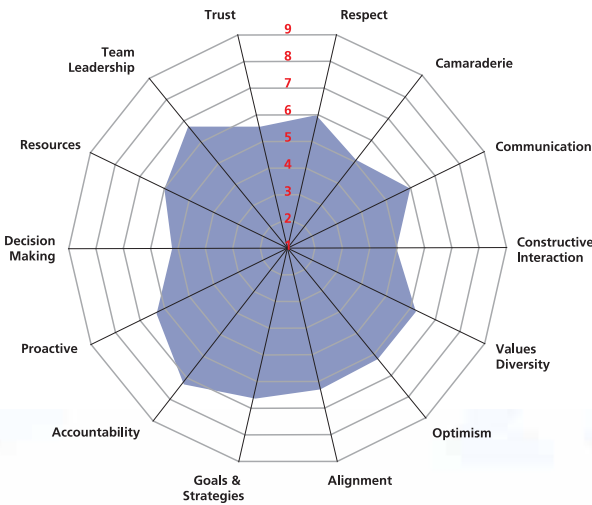
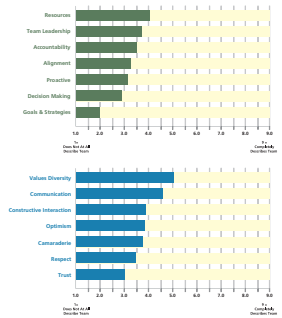
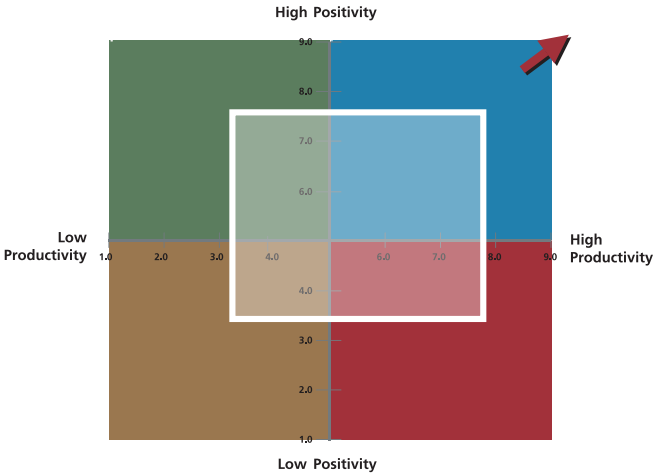
The Team Diagnostic™ has been used at the following companies:

- Johnson & Johnson
- Nortel
- Capgemini
- McDonald's
- Adobe Systems
- ING
- Symantec
- Hilton
- Aventis Pharmaceuticals
- Johns Manville, a Berkshire Hathaway company
- State Farm Insurance
- Bank of America
- Deloitte
- U.S. Postal Service
- Wells Fargo
- Cisco
- Kaiser Permanente
- Unilever
- U.S. Navy

Graphic Profiles

The report contains a set of comprehensive full-color graphic illustrations that highlight a team's strengths and opportunities.

This is not a generic survey. The Team Diagnostic™ provides a baseline and detailed map for ongoing team development.



HIGHEST	Rating	LOWEST	Rating
Our team's communication is excellent	2.0	Our team's communication is poor	2.6
We have a strong sense of purpose and direction	4.7	Our team lacks a clear sense of purpose and direction	2.5
Team members are committed to the team's success	4.5	Team members are not committed to the team's success	2.5
Team members are open to feedback and criticism	4.4	We are not open to feedback and criticism	2.5
Our team's decision-making process is efficient	4.4	Our team's decision-making process is inefficient	2.2

HIGHEST	Rating	LOWEST	Rating
Our team works well together	5.4	Our team does not work well together	2.3
We are committed to our team's success	5.2	We are not committed to our team's success	2.1
We have a strong sense of purpose and direction	4.9	We lack a strong sense of purpose and direction	2.1
We are open to feedback and criticism	4.8	We are not open to feedback and criticism	2.0
Our team's decision-making process is efficient	4.3	Our team's decision-making process is inefficient	1.6





Teams produce results that individuals simply can't, acting alone. Today, the workplace is a maze of nested teams: intact, cross-functional, project, virtual — and the pressure is on teams to form, perform and reform at an astonishing rate.

The Team Diagnostic™ is a state-of-the-art instrument, based on a proven model that defines the necessary strengths for high-performing, sustainable, inspired teams.

The Team Diagnostic™ is a product of Team Coaching International.

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