

# Team Performance Indicator

The Colour Works

Example TPI Report



The Colour Works are Specialists in transforming performance  
in individuals, teams and organisations

# Introduction

The Colour Works are award-winning team and leadership development specialists who have been transforming performance globally for over 15 years.

## The Team Performance Indicator

Team-working is tough. No matter how talented team members are, there are always hidden areas which get in the way of a team being able to achieve its full potential.

The Colour Works Team Performance Indicator has been created by in-house specialists who have worked alongside teams in the private, public and not-for-profit sectors for over 15 years.

This report has been created by each member of your team completing the 48-statement survey. The results unearth hidden perceptions in 16 areas crucial for high-performing teams and visibly shows you how team members perceive the team's performance, where there is agreement around particular strengths and weaknesses, and where opinions differ.

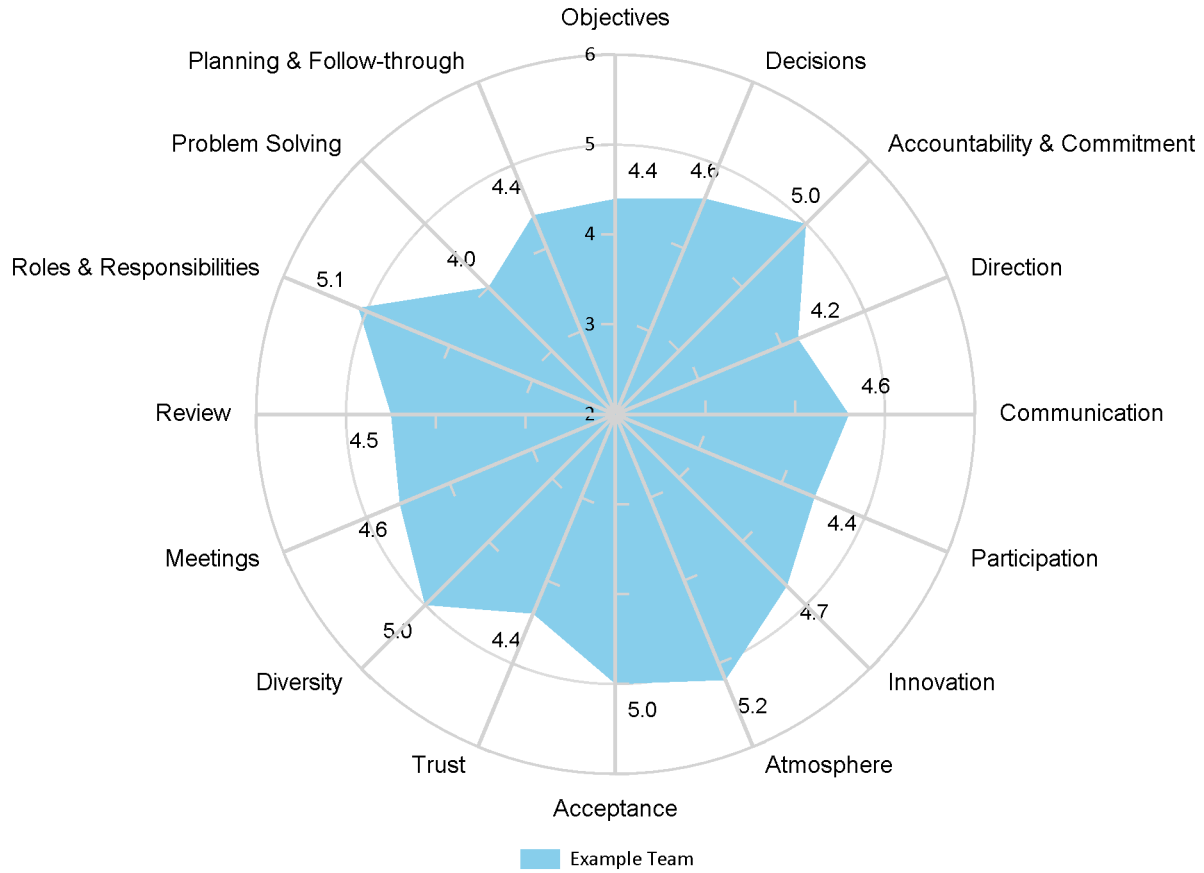
Although it is not necessary for all team members to have completed a Discovery profile, these 16 areas are mapped around the colour energies, making it the perfect framework with which to move the focus of the team from behaviours to specific team tasks.

## This report will



# Overview

The following graphic shows the teams' overall scores in each of the areas.



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# Scores

The table below shows the scores given by the team for each of the key areas, in order.

Areas	Average	Areas	Average
Atmosphere	5.2	Communication	4.6
Acceptance	5.1	Planning & Follow-through	4.5
Accountability & Commitment	5.1	Review	4.5
Roles & Responsibilities	5.1	Objectives	4.4
Diversity	5.0	Participation	4.4
Decisions	4.7	Trust	4.4
Innovation	4.7	Direction	4.3
Meetings	4.7	Problem Solving	4.0



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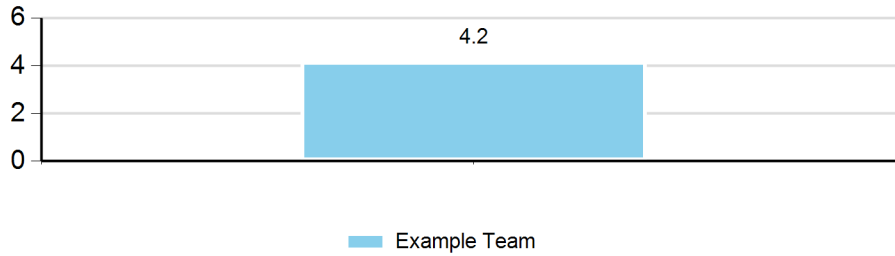
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# Objectives

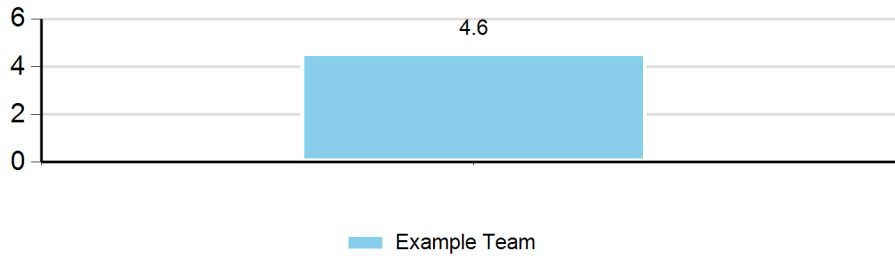
Objectives: As a team we ...

## 1. Have clear team objectives



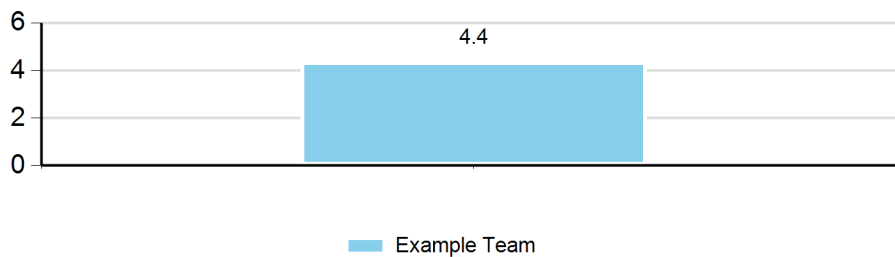
Score	Responses
1	0
2	1
3	0
4	1
5	3
6	0

## 2. Ensure individual objectives contribute to overall team success



Score	Responses
1	0
2	0
3	1
4	1
5	2
6	1

## 3. Measure progress against team objectives



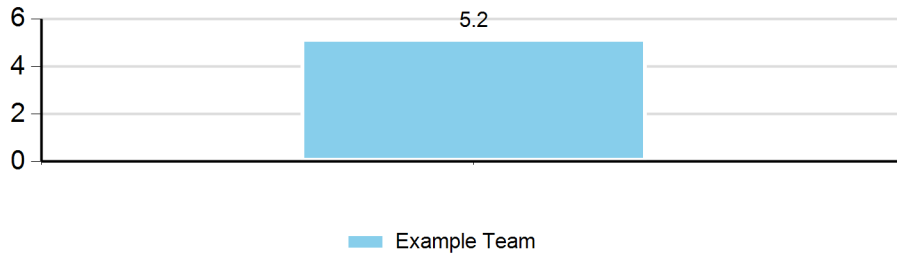
Score	Responses
1	0
2	0
3	0
4	3
5	2
6	0



# Decisions

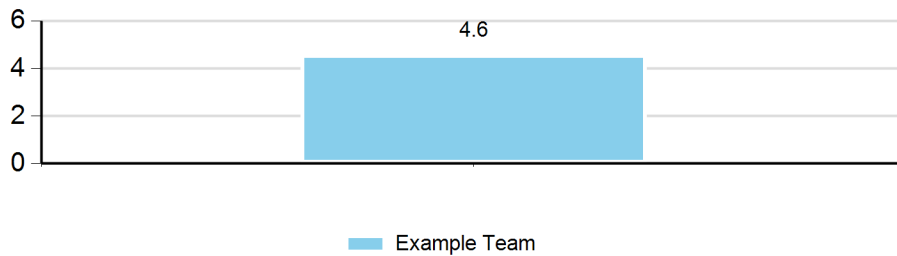
Decisions: As a team we...

4. All sign up to a decision once made



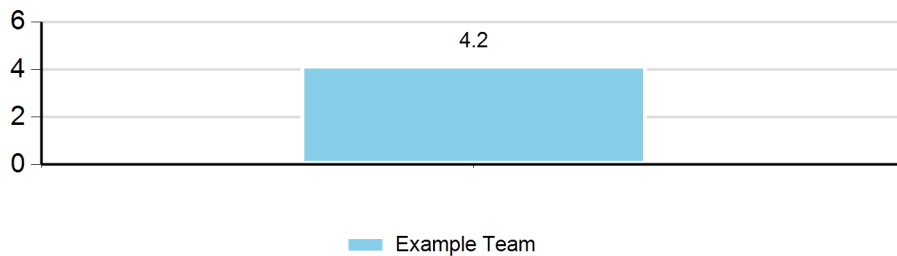
Score	Responses
1	0
2	0
3	0
4	1
5	2
6	2

5. Make decisions in a timely manner



Score	Responses
1	0
2	0
3	1
4	0
5	4
6	0

6. Don't shy away from making tough decisions



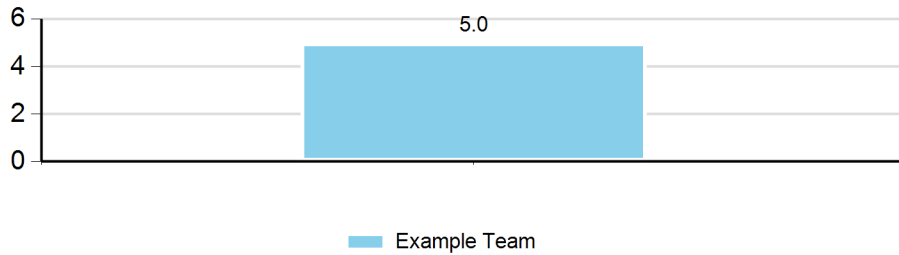
Score	Responses
1	0
2	0
3	1
4	2
5	2
6	0



# Accountability & Commitment

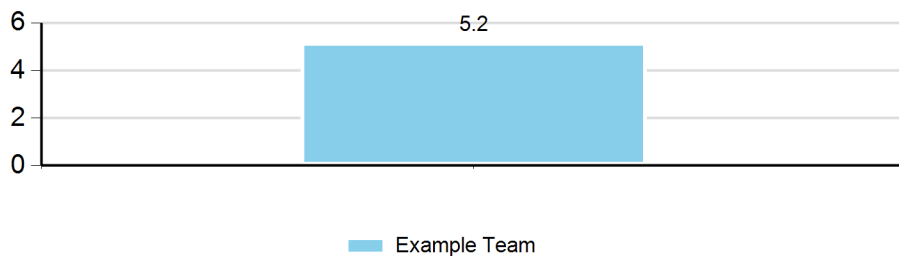
Accountability & Commitment: As a team we...

## 7. Commit to achieving team success



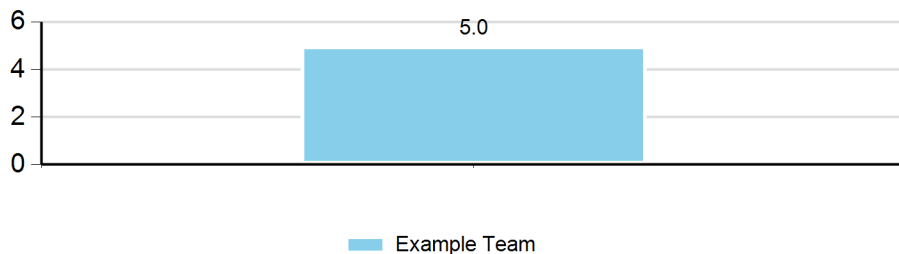
Score	Responses
1	0
2	0
3	0
4	2
5	1
6	2

## 8. Do what we say we're going to do



Score	Responses
1	0
2	0
3	0
4	1
5	2
6	2

## 9. Hold each other to account on performance



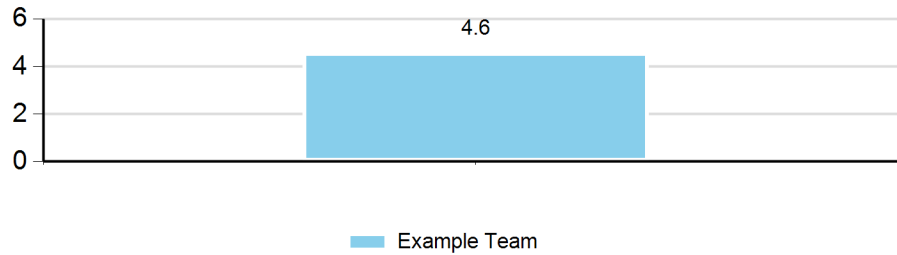
Score	Responses
1	0
2	0
3	0
4	1
5	3
6	1



# Direction

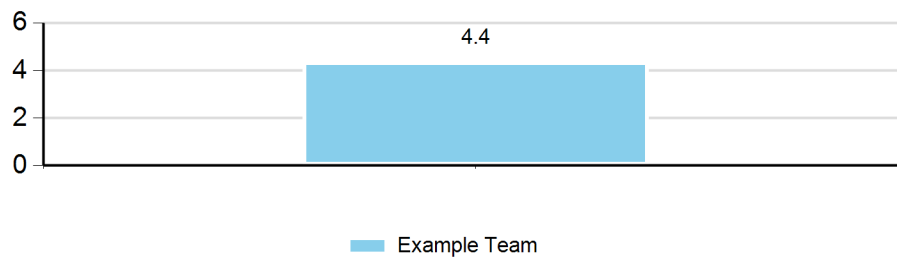
Direction: As a team we ...

10. Have a challenging and exciting vision



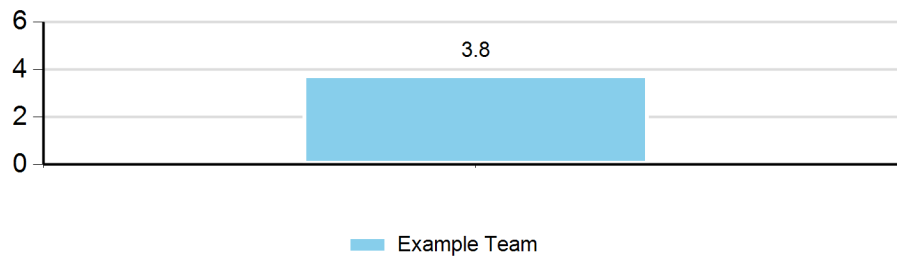
Score	Responses
1	0
2	0
3	2
4	0
5	1
6	2

11. Have a clear sense of purpose and direction



Score	Responses
1	0
2	0
3	1
4	1
5	3
6	0

12. Keep our focus on the bigger picture



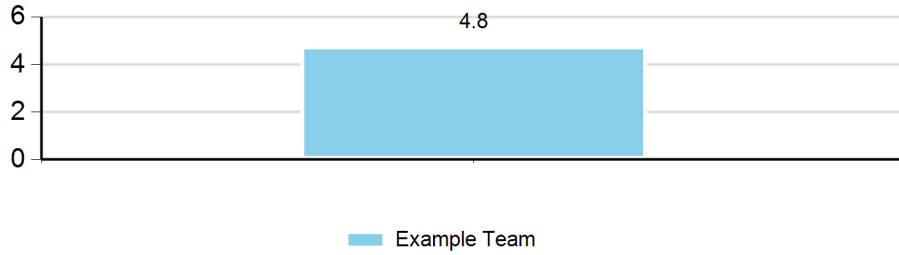
Score	Responses
1	0
2	0
3	2
4	2
5	1
6	0



# Communication

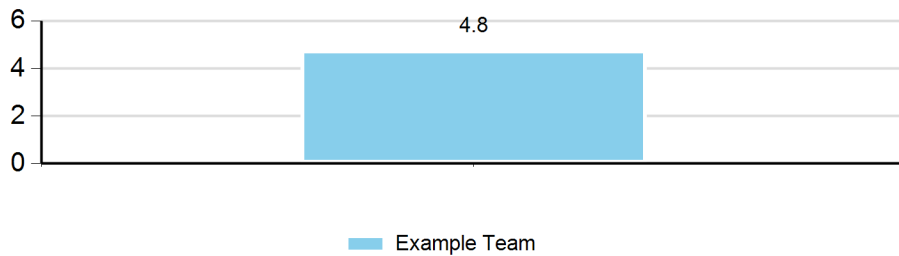
Communication: As a team we...

## 13. Communicate well with each other



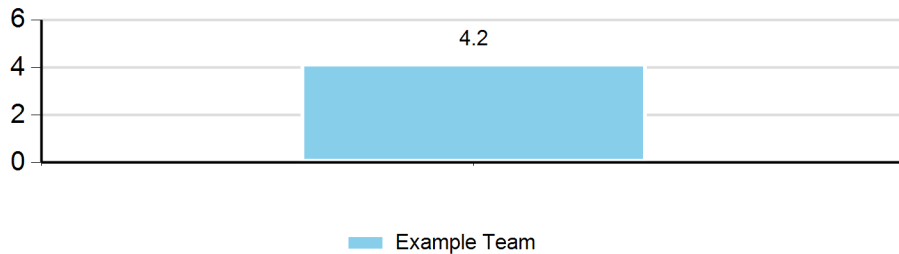
Score	Responses
1	0
2	1
3	0
4	0
5	2
6	2

## 14. Ensure information is communicated effectively



Score	Responses
1	0
2	1
3	0
4	0
5	2
6	2

## 15. Stay motivated through hard times



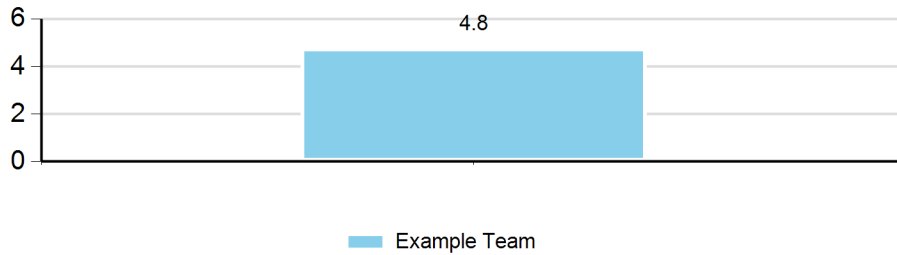
Score	Responses
1	0
2	0
3	1
4	2
5	2
6	0



# Participation

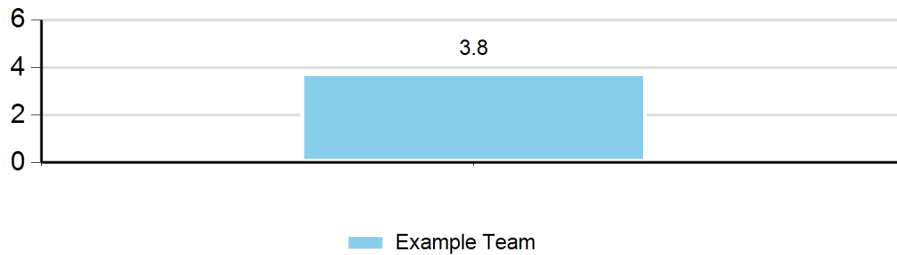
Participation: As a team we...

16. Actively encourage an open, sharing culture



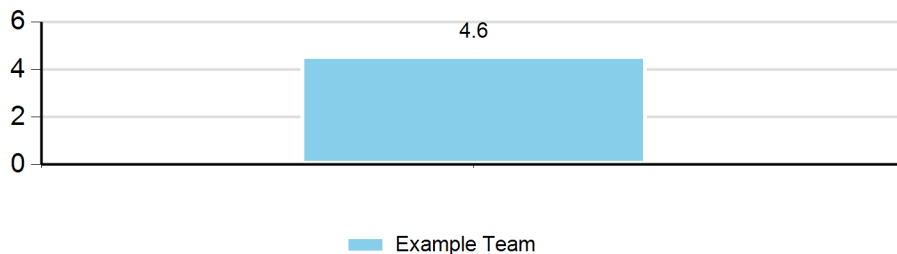
Score	Responses
1	0
2	0
3	1
4	1
5	1
6	2

17. Seek external specialist contributions when necessary



Score	Responses
1	0
2	0
3	2
4	2
5	1
6	0

18. Put effort into ensuring everyone participates



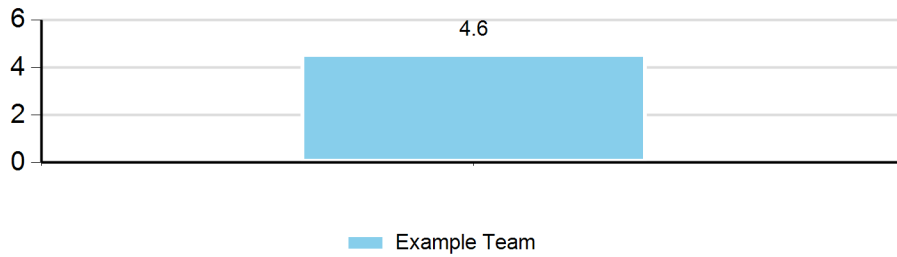
Score	Responses
1	0
2	0
3	2
4	0
5	1
6	2



# Innovation

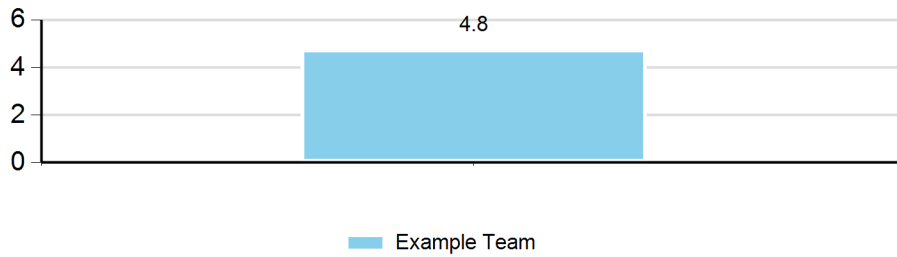
Innovation: As a team we...

19. Are quick to identify and exploit relevant new opportunities



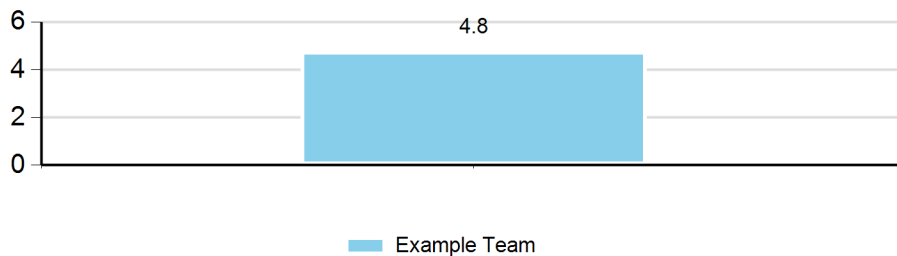
Score	Responses
1	0
2	0
3	1
4	0
5	4
6	0

20. Are not afraid to experiment with different ways of doing things



Score	Responses
1	0
2	0
3	1
4	0
5	3
6	1

21. Make time to innovate around products, services and processes



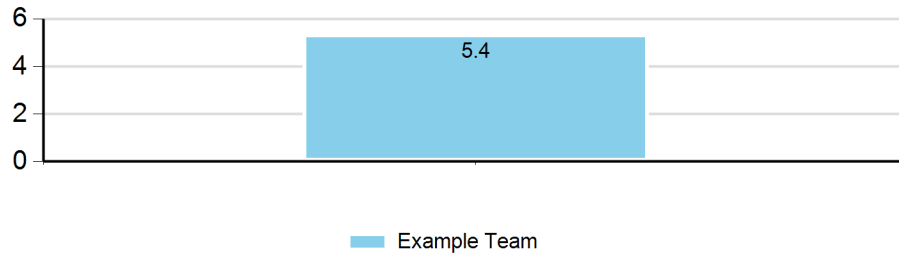
Score	Responses
1	0
2	1
3	0
4	0
5	2
6	2



# Atmosphere

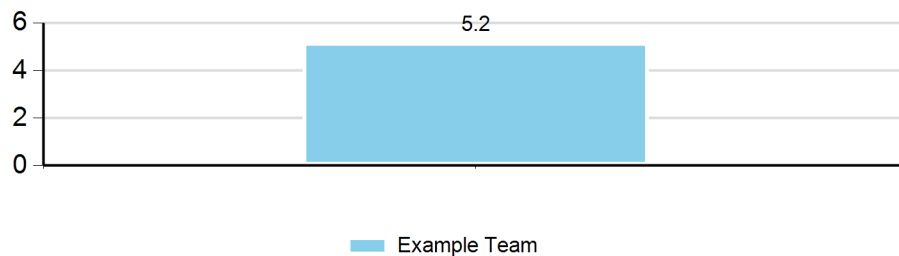
Atmosphere: As a team we...

22. Have fun with each other



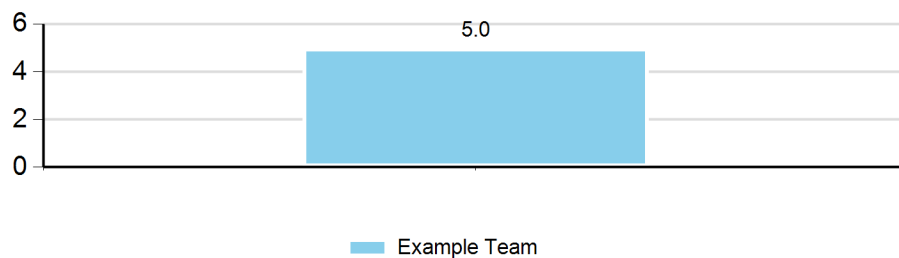
Score	Responses
1	0
2	0
3	0
4	0
5	3
6	2

23. Celebrate achievements



Score	Responses
1	0
2	0
3	0
4	1
5	2
6	2

24. Keep the atmosphere free of negativity and frustration



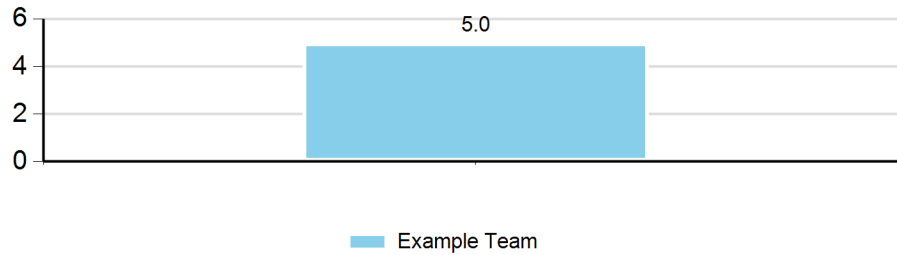
Score	Responses
1	0
2	0
3	0
4	0
5	5
6	0



# Acceptance

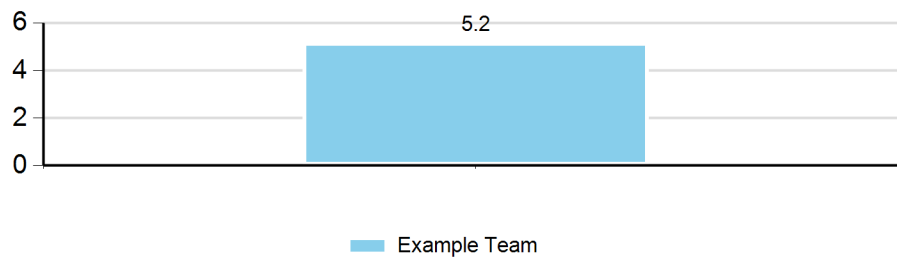
Acceptance: As a team we...

25. Are good at listening



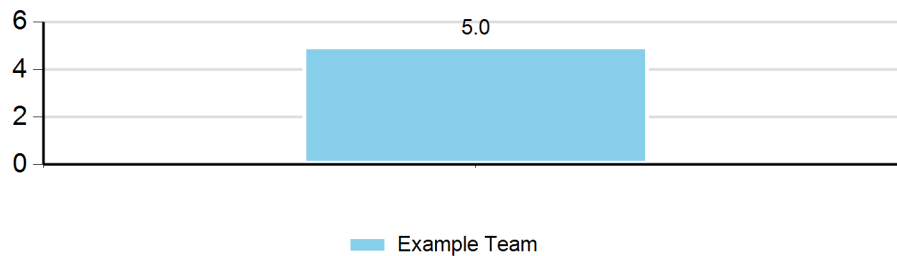
Score	Responses
1	0
2	1
3	0
4	0
5	1
6	3

26. Are sensitive to each other's needs and concerns



Score	Responses
1	0
2	0
3	1
4	0
5	1
6	3

27. Show appreciation of each other



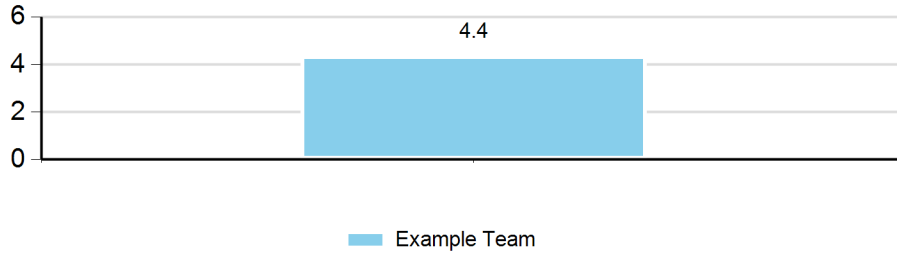
Score	Responses
1	0
2	1
3	0
4	0
5	1
6	3



# Trust

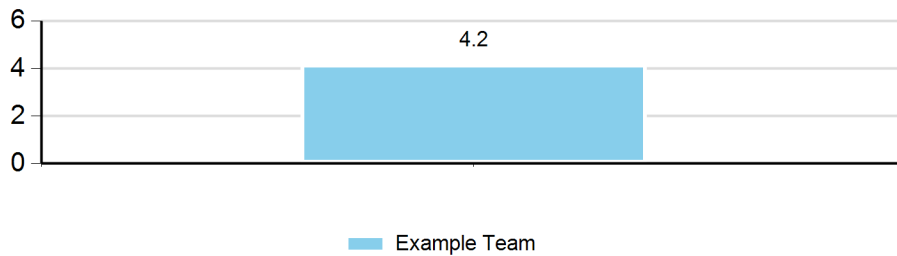
Trust: As a team we...

28. Are encouraged to share our feelings



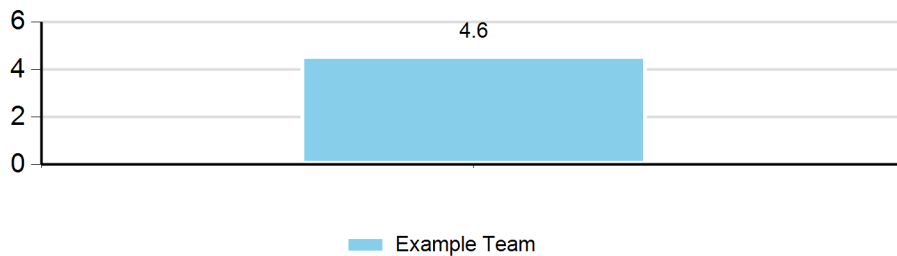
Score	Responses
1	0
2	1
3	1
4	0
5	1
6	2

29. Trust each other



Score	Responses
1	1
2	0
3	1
4	0
5	1
6	2

30. Talk face to face not behind backs



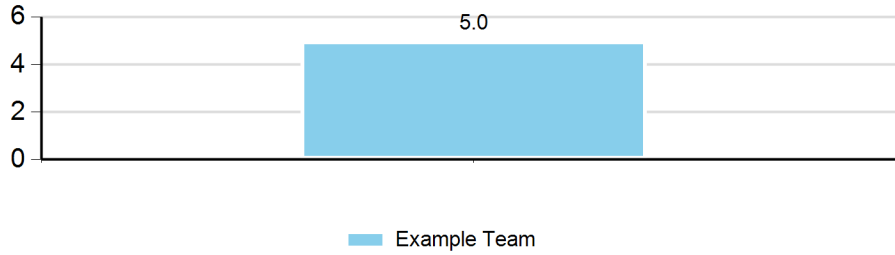
Score	Responses
1	0
2	0
3	2
4	0
5	1
6	2



# Diversity

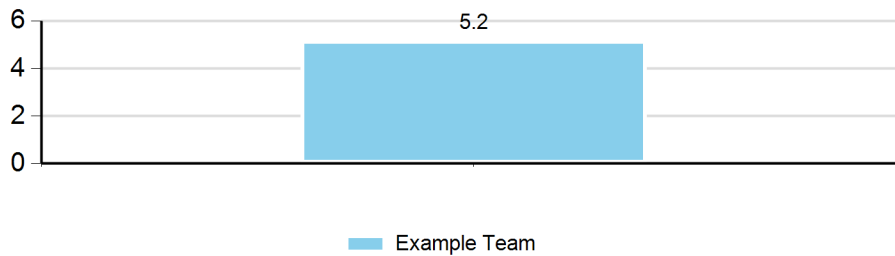
Diversity: As a team we...

## 31. Promote a culture of respect



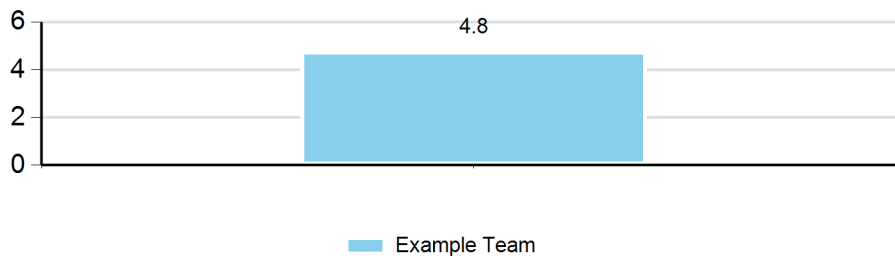
Score	Responses
1	0
2	0
3	0
4	2
5	1
6	2

## 32. Play to strengths



Score	Responses
1	0
2	0
3	0
4	1
5	2
6	2

## 33. Ensure diversity of opinion is used in decision-making



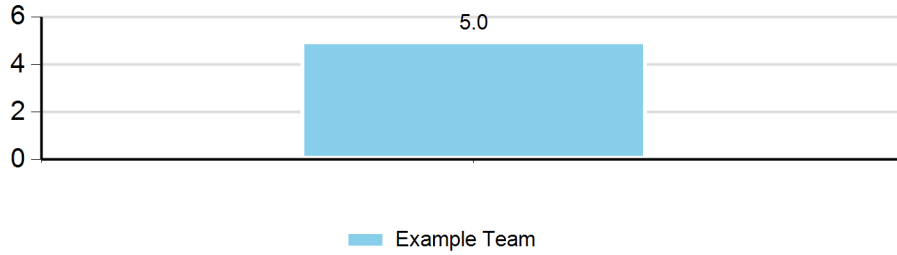
Score	Responses
1	0
2	0
3	1
4	1
5	1
6	2



# Meetings

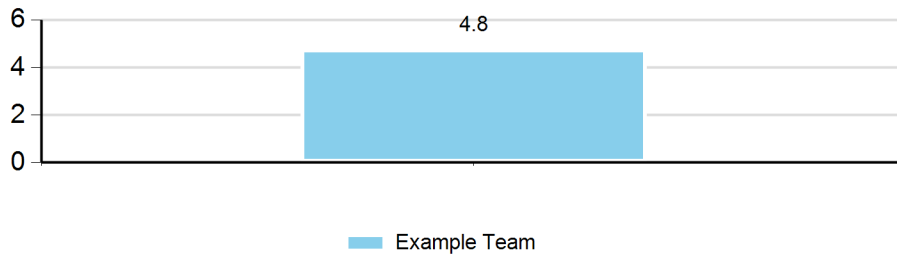
Meetings: As a team we...

## 34. Meet regularly enough



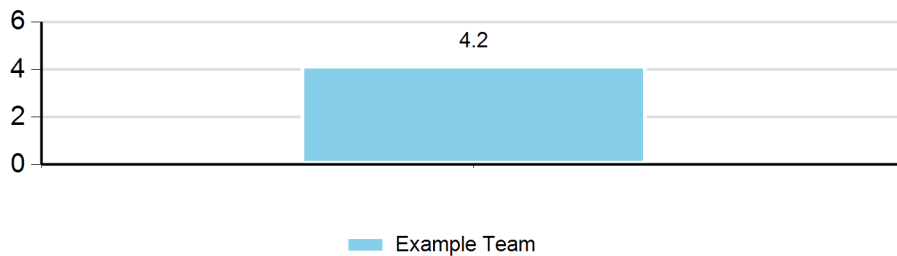
Score	Responses
1	0
2	0
3	0
4	1
5	3
6	1

## 35. Make sure meetings are well planned and prepared



Score	Responses
1	0
2	0
3	0
4	1
5	4
6	0

## 36. Start and finish meetings on time



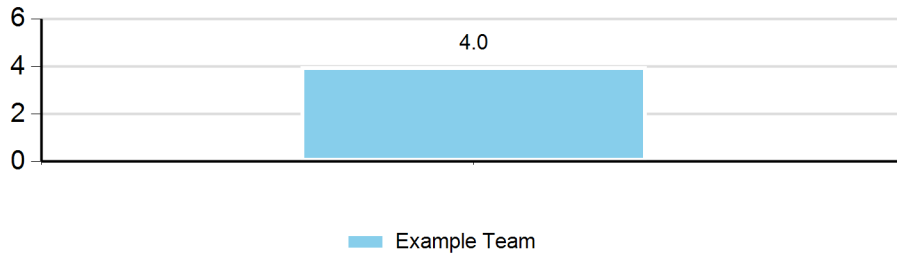
Score	Responses
1	0
2	0
3	2
4	0
5	3
6	0



# Review

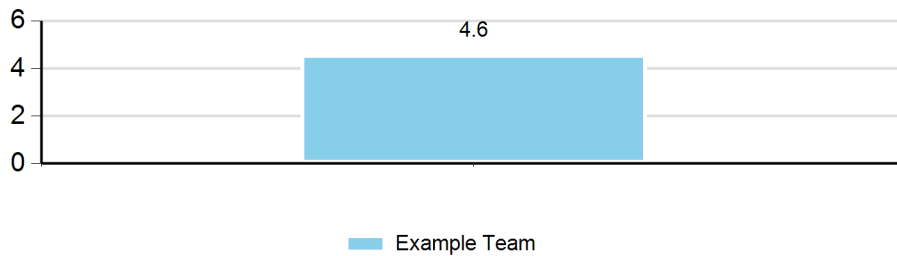
Review: As a team we...

37. Regularly review performance against objectives



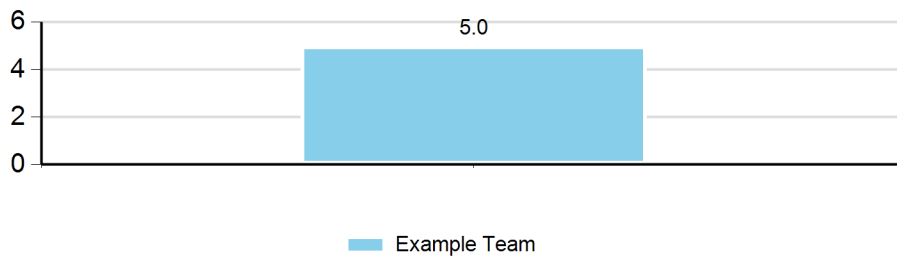
Score	Responses
1	0
2	0
3	1
4	3
5	1
6	0

38. Review meetings at the end



Score	Responses
1	0
2	0
3	1
4	0
5	4
6	0

39. Learn lessons from things that go wrong



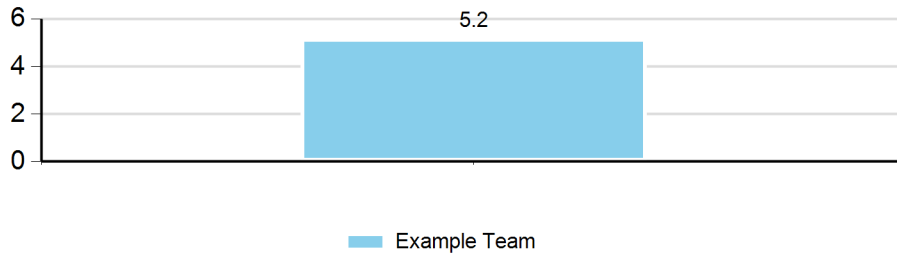
Score	Responses
1	0
2	0
3	1
4	0
5	2
6	2



# Roles & Responsibilities

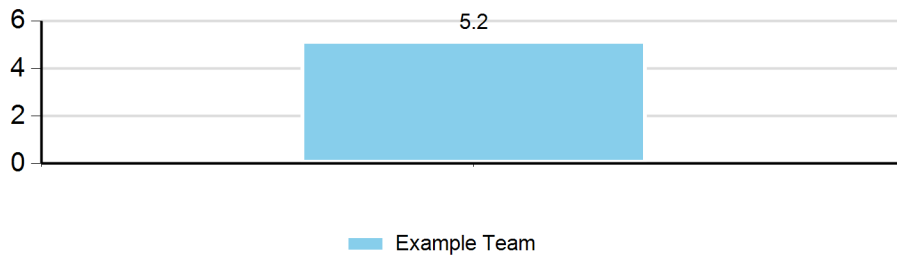
Roles & Responsibilities: As a team we...

40. Can see how each member adds to the whole



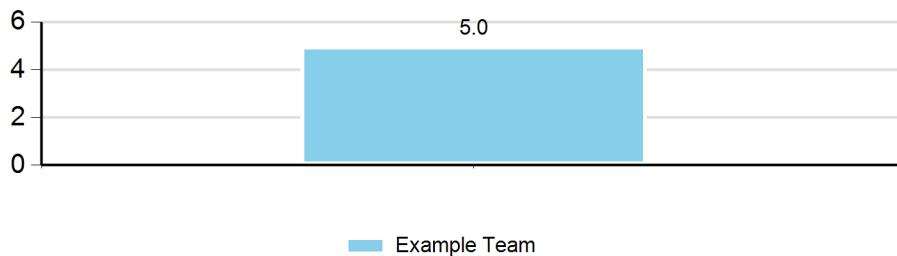
Score	Responses
1	0
2	0
3	0
4	1
5	2
6	2

41. Have sufficient expertise in our area of operation



Score	Responses
1	0
2	0
3	0
4	1
5	2
6	2

42. Are clear about each other's roles and responsibilities



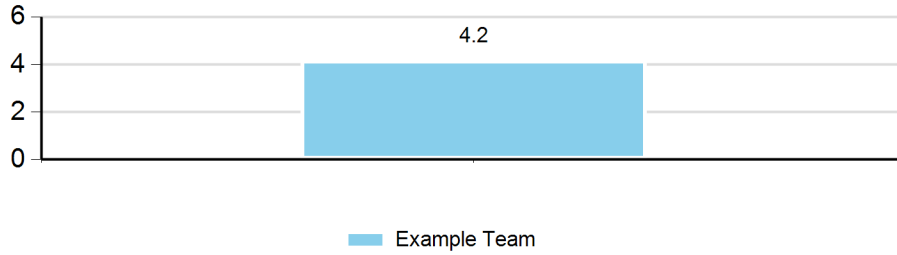
Score	Responses
1	0
2	0
3	0
4	1
5	3
6	1



# Problem Solving

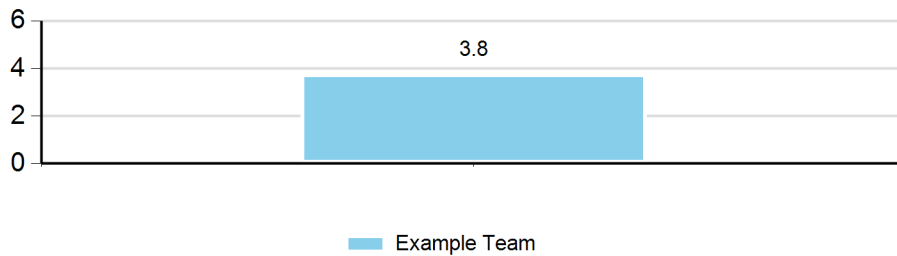
## Problem Solving: As a team we...

43. Are thorough in our approach



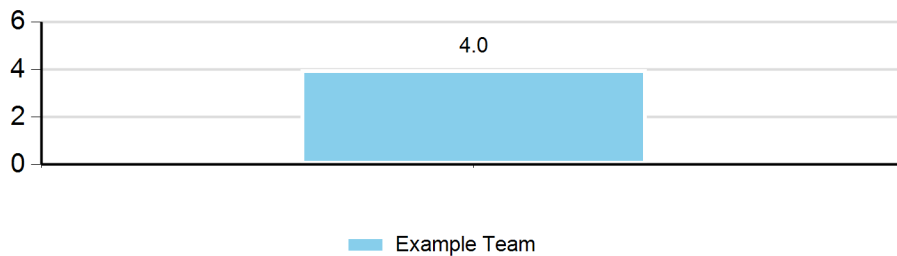
Score	Responses
1	0
2	1
3	1
4	0
5	2
6	1

44. Take sufficient time to think things through



Score	Responses
1	1
2	0
3	1
4	0
5	3
6	0

45. Identify root causes of problems



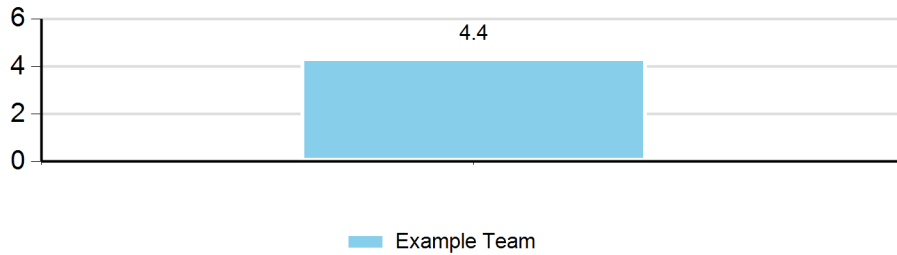
Score	Responses
1	0
2	1
3	1
4	0
5	3
6	0



# Planning & Follow-through

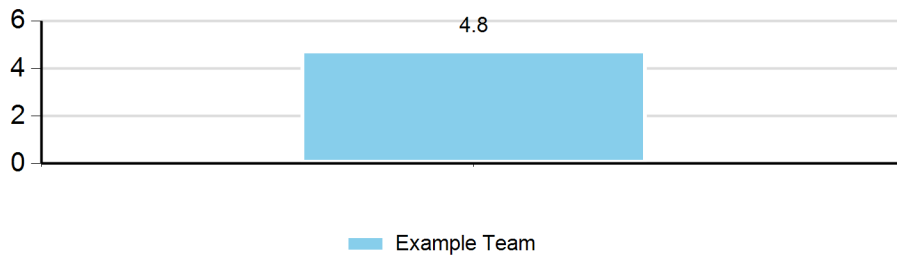
Planning & Follow-through: As a team we...

46. Use data to inform the planning process



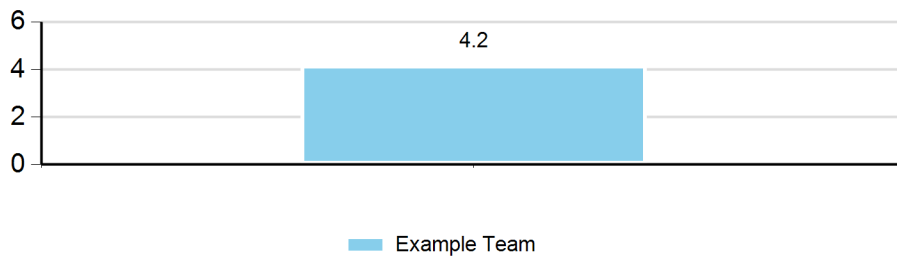
Score	Responses
1	0
2	1
3	0
4	1
5	2
6	1

47. Set high standards



Score	Responses
1	0
2	0
3	1
4	1
5	1
6	2

48. See each initiative through to completion



Score	Responses
1	0
2	0
3	1
4	2
5	2
6	0

# My Summary



Use this section to make notes on your findings

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Use this section to list your personal accountable actions

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Use this section to summarise your team's collective outcomes

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The  
**Colour  
Works**

**For more information**

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