

Using the Team Performance Indicator alongside Insights Discovery helps to unearth issues that are blocking progress and clears the path for better ways of working

Measure team performance

- Measure 16 crucial areas for high-performing teams
- Benchmark team performance and map ROI
- Use the results to plan team development programmes
- Repeat the diagnostic to track progress over time

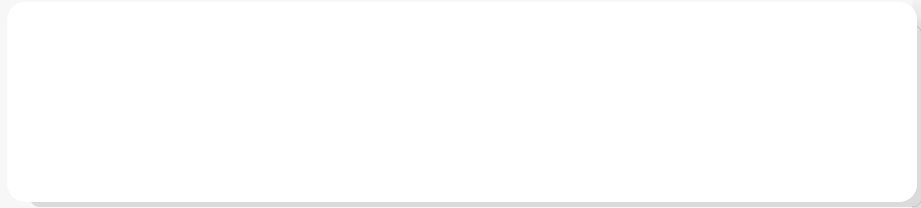
Unearth the issues

The Team Performance Indicator is an anonymous survey that provides quantitative data on your team's performance, showing where there is agreement around particular strengths and weaknesses, and where opinions differ.

Scroll down to give our team performance indicator a go through our interactive survey.

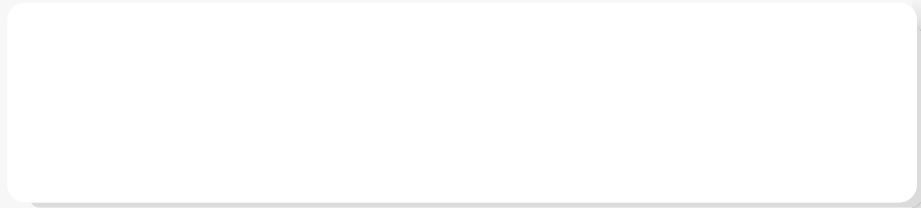
The Team Performance

Indicator Journey



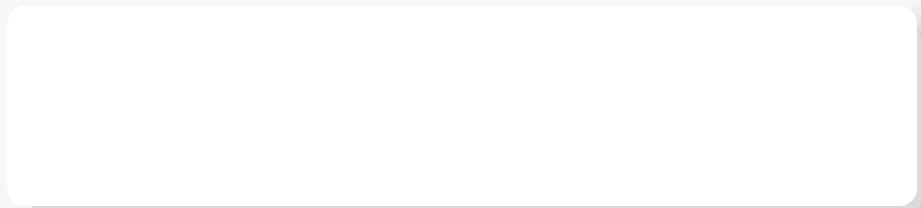
Monitor

When re-completed, monitors progress and return on investment over time



Collect Opinions

Collects everyone's unique perspective on how well the team is doing



Empower

Engages and empowers delegates to find solutions

Impactful Results

Tangible actions to improve performance

Assess

Drives a stake into the ground and gives a real-time view of performance

Shape the discussion

Moves the conversation from relationship to task

Understand Opinions

Unearths the differences in understanding
between team members

Create Accountability

Increases personal and team accountability

Take a Look inside

To learn more about the team performance indicator, download this sample document

 Reset scores

Measure your team's performance through our free interactive game

Given the depth of the full Team Performance Indicator, this is a relatively blunt assessment. However, by completing this survey you will unearth issues, be able to celebrate success and be given recommendations on how to improve your team's performance.

Answer each question based on your own understanding of your team's performance

Start game

0=Strongly Disagree

5=Strongly Agree

Team objectives are known and understood by everyone

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Team members actively engage in healthy debate when making decisions

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

All team members are committed to the success of the team

00 01 02 03 04 05

People do what they say they will do

00 01 02 03 04 05

Part 1 of 4 Next

0=Strongly Disagree

5=Strongly Agree

Open and honest conversations take place

00 01 02 03 04 05

Teammates give each other regular feedback

00 01 02 03 04 05

There is a good working atmosphere

00 01 02 03 04 05

Frustrations are aired before they fester

00 01 02 03 04 05

Part 2 of 4 Next

0=Strongly Disagree

5=Strongly Agree

Colleagues confide in one another

00 01 02 03 04 05

There's a good sense that team members have each other's back

00 01 02 03 04 05

Meetings start and finish on time

00 01 02 03 04 05

Everyone gets heard in meetings

00 01 02 03 04 05

Part 3 of 4 Next

0=Strongly Disagree

5=Strongly Agree

Team members know where they add value

00 01 02 03 04 05

Poor performance is dealt with appropriately

00 01 02 03 04 05

Sufficient time is put into planning

00 01 02 03 04 05

Plans are regularly reviewed

00 01 02 03 04 05

Part 4 of 4

Calculate

Your Results

Highest scoring element: Objectives

Congratulations, your highest scoring element is 'Objectives'. This means that, above all, your team knows where it's going and measures progress effectively

Your Results

Highest scoring element: Accountability

Congratulations, your highest scoring element is 'Accountability'. This means that, above all, there's commitment in your team and things are getting done

Your Results

Highest scoring element: Communication

Congratulations, your highest scoring element is 'Communication'. This means that, above all, people are talking freely, listening well and sharing relevant information

Your Results

Highest scoring element: Atmosphere

Congratulations, your highest scoring element is 'Atmosphere'. This means that, above all, you have a positive team environment

Your Results

Highest scoring element: Trust

Congratulations, your highest scoring element is 'Trust'. This means that, above all, your teammates are comfortable showing vulnerability and it's likely they'll go the extra mile for one another

Your Results

Highest scoring element: Meetings

Congratulations, your highest scoring element is 'Meetings'. This means that when your team gets together, everyone gets heard, decisions get made and everyone leaves even more engaged than they were

Your Results

Highest scoring element: Responsibilities

Congratulations, your highest scoring element is 'Roles and Responsibilities'. This means that, above all, there's clarity in what everyone does, and everyone knows how they add value.

Your Results

Highest scoring element: Planning

Congratulations, your highest scoring element is 'Planning'. This means that, above all, your team is focused, well prepared and stands a better chance of keeping on task

Lowest scoring element: Objectives

You scored your team lowest on 'Objectives', so people might be floundering without a clear team purpose and vision.

Key questions to ask yourself:

- Does your team have a clear collective purpose?
- Are team objectives understood by all?
- Does your team know the contribution each member makes?

Rapid activity to increase your score:

Ask teammates to spend 30 seconds (timed) telling each other what they believe the other contributes to the team's success

Based on your scores, the following workshops may well be of interest to you: [Tracking Team Performance](#) [Shaping Purpose, Values & Behaviours](#) [Motivation & Recognition](#) [Emerging and Established Leaders](#) [Outstanding Leadership & 360 Feedback](#)

Lowest scoring element: Accountability

You scored your team lowest on 'Accountability', so people might be missing deadlines and resentment might be looming

Key questions to ask yourself:

- Is everyone in the team comfortable at challenging each other and being challenged?
- Does your team have regular progress reviews?
- Are individuals comfortable with taking the initiative?

Rapid activity to increase your score:

Try running a RACI to increase accountability after project meetings.

Based on your scores, the following workshops may well be of interest to you: [Tracking](#)

Lowest scoring element: Communication

You have scored your team lowest on 'Communication', so people might be holding back information and not telling you what's really going on.

Key questions to ask yourself:

- Does everyone share what they need to and on time?
- Are team members sensitive to each other's communication preferences?
- Does your team encourage straight-talk?

Rapid activity to increase your score:

Try asking teammates to share a communication preference with their colleagues...

Complete this sentence 'when communicating with me this would help...'

Based on your scores, the following workshops may well be of interest to you: Improving Your Personal Impact Emerging and Established Leaders Meetings & Creativity Communication and Collaboration Breaking Down Silos

Lowest scoring element: Atmosphere

You have scored your team lowest on 'Atmosphere', so that's going to weigh heavy on productivity and you might experience high staff turnover

Key questions to ask yourself:

- Do teammates air frustrations?
- Do team members understand personality differences?
- Does everyone know each other on a more personal level?

Rapid activity to increase your score:

Try asking teammates to share on a weekly basis the positives that they've seen in each other at work.

Based on your scores, the following workshops may well be of interest to you: Improving Your Personal Impact Creating a Vibrant Workplace Culture Decision Making & Difficult Conversations Motivation & Recognition Emerging and Established Leaders

Lowest scoring element: Trust

You have scored your team lowest on 'Trust', so there might not be open honest conversations taking place and frustrations are being bottled up

Key questions to ask yourself:

- Does everyone give feedback directly?
- How do team members show their appreciation of each other?
- Does the team support one another emotionally?

Rapid activity to increase your score:

Put aside 10 minutes at the start of each team meeting for a team member to share a little personal history (e.g. where they grew up, number of siblings and where in that order they fall, biggest lesson from childhood)

Based on your scores, the following workshops may well be of interest to you: Improving Your Personal Impact Building Trust & Healthy Conflict Emerging and Established Leaders Communication and Collaboration Coaching and Feedback

Lowest scoring element: Meetings

You have scored your team lowest on 'Meetings', so you could be wasting time, missing opportunities, switching team members off and costing the business money.

Key questions to ask yourself:

- Does everyone speak up?
- Is there adequate preparation?
- Does each meeting end with clear outcomes?

Rapid activity to increase your score:

Try establishing a rotating chair. This will give everyone ownership as well as greater appreciation of everyone's contribution.

Based on your scores, the following workshops may well be of interest to you: Building Trust & Healthy Conflict Emerging and Established Leaders Meetings & Creativity Breaking Down Silos Coaching and Feedback

Lowest scoring element: Responsibilities

You have scored your team lowest on 'Roles and Responsibilities', so opportunities for collaboration may be being missed and inefficiencies and disengagement will be creeping in.

Key questions to ask yourself:

- Do team members have defined job roles?
- Do team members know what they can count on each other for?
- Do you get together to discuss key projects and progress?

Rapid activity to increase your score:

Try running a session on expectations and asking each member to introduce a colleague with "This is what I believe you do ..." before each person gets the opportunity to describe their actual job role.

Based on your scores, the following workshops may well be of interest to you: Tracking Team Performance Decision Making & Difficult Conversations Emerging and Established Leaders Outstanding Leadership & 360 Feedback

Lowest scoring element: Planning

You have scored your team lowest on 'Planning', so your team might be wasting valuable time on projects that are set to fail before they begin

Key questions to ask yourself:

- Does your team allow past experience to inform future projects?
- Do you take sufficient time to review projects?
- Does your team consider all opinions in the planning process?

Rapid activity to increase your score:

Do an audit of all the data you collect as a team and decide what is useful and used and what is not.

Based on your scores, the following workshops may well be of interest to you: [Improving Your Personal Impact](#) [Creating a Vibrant Workplace Culture](#) [Tracking Team Performance](#) [Engaging Change](#) [Emerging and Established Leaders](#)