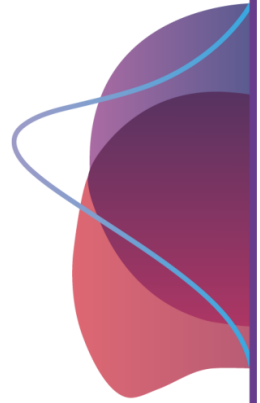




The
**Colour
Works**



Team Performance Indicator

XYZ Company Ltd.

April 2019

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

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www.thecolourworks.com



The
**Colour
Works**

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.

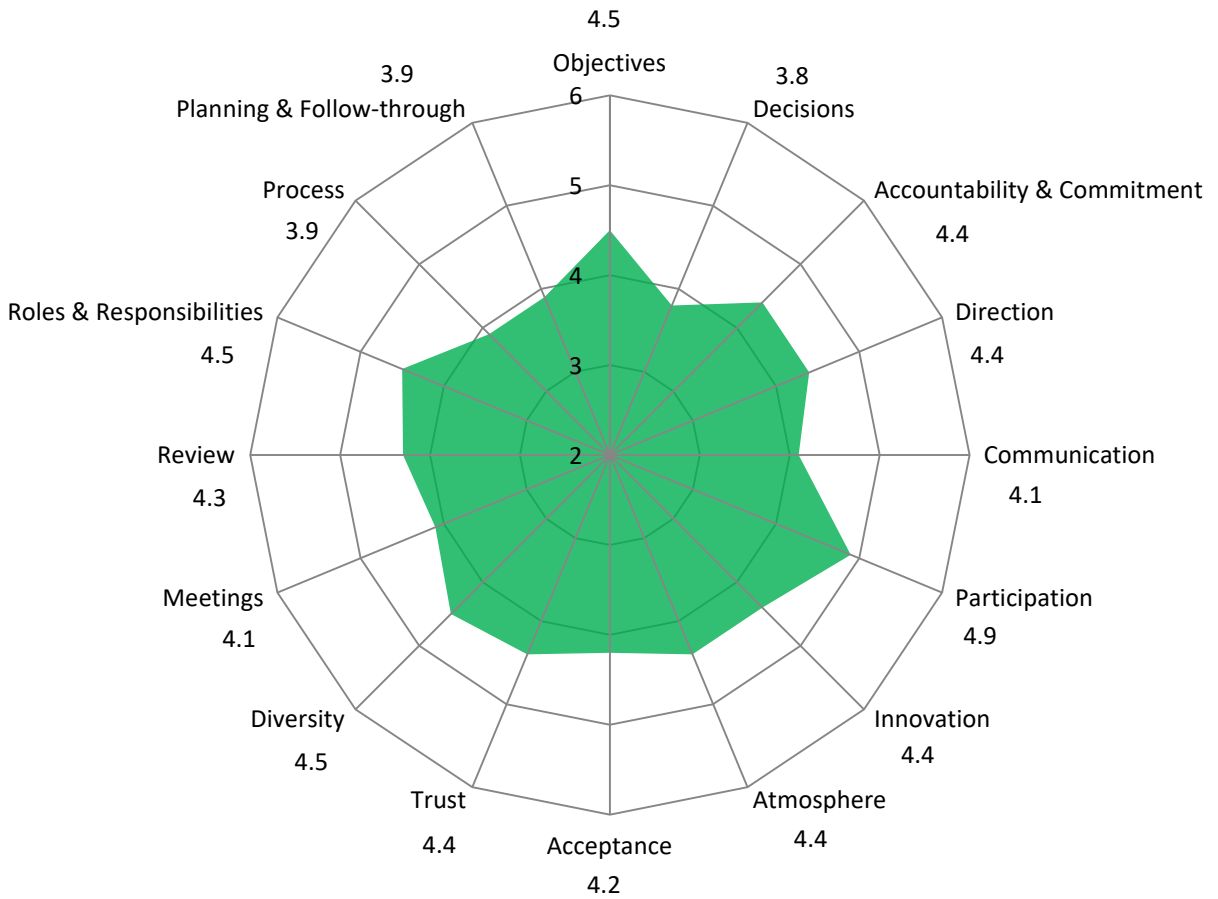
Although it is not necessary for all team members to have completed a Discovery profile, these 16 areas are mapped around the colour energies, making it the perfect framework with which to move the focus of the team from behaviours to specific team tasks.

This report will:

- Benchmark your team's performance
- Get you celebrating success
- Focus your team
- Show you where there are differences of opinion
- Give everyone a voice on team issues
- Create individual and team accountability
- Measure progress when recompleted

Overview

The following graphic shows the team's overall scores in each of the areas:



Scores

The following table shows the team's overall scores in each of the areas.

Area	Current Average
Participation	4.9
Objectives	4.5
Diversity	4.5
Roles & Responsibilities	4.5
Accountability & Commitment	4.4
Direction	4.4
Innovation	4.4
Atmosphere	4.4

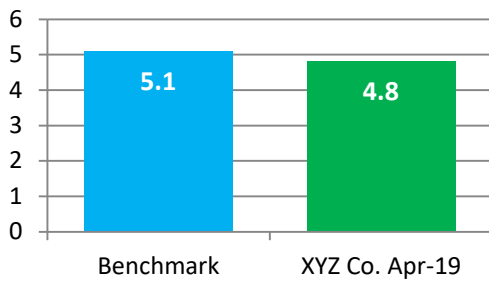
Area	Current Average
Trust	4.4
Review	4.3
Acceptance	4.2
Communication	4.1
Meetings	4.1
Process	3.9
Planning & Follow-through	3.9
Decisions	3.8





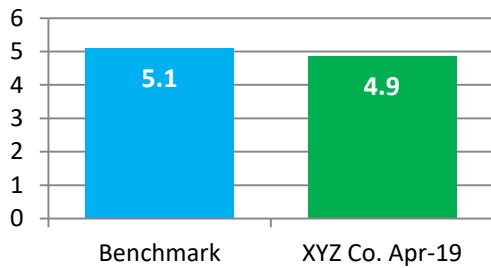
Objectives

1. I know what my objectives are



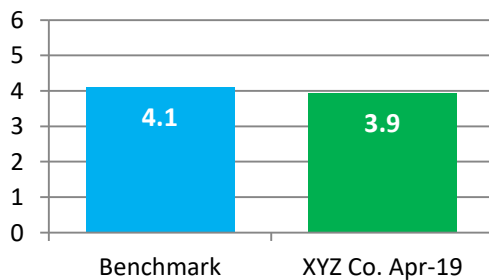
Score	Responses
1	0
2	0
3	2
4	1
5	10
6	2

2. I can see how my objectives contribute to achieving the team's long-term vision



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

3. Team objectives are known and understood by all

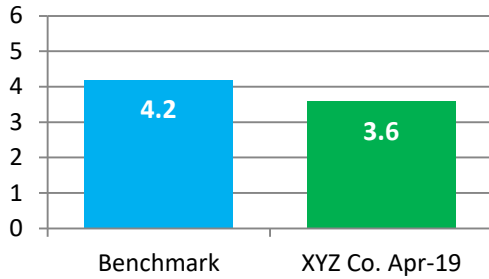


Score	Responses
1	0
2	2
3	3
4	5
5	4
6	1



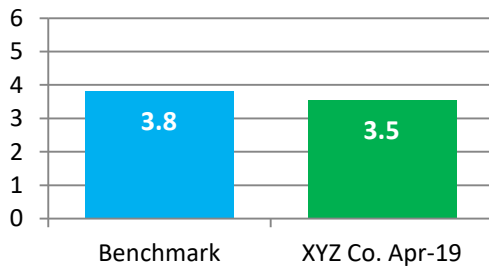
Decisions

4. Differences of opinion are used to improve the quality of decisions



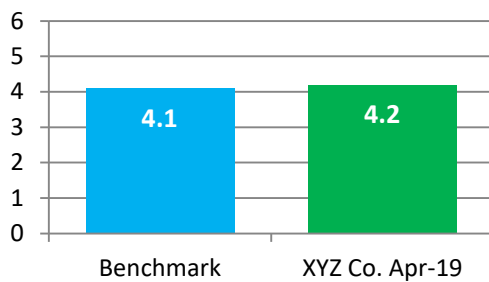
Score	Responses
1	2
2	1
3	1
4	8
5	3
6	0

5. Decision-making is effective and timely



Score	Responses
1	2
2	1
3	2
4	7
5	3
6	0

6. Appropriate people are consulted when making decisions

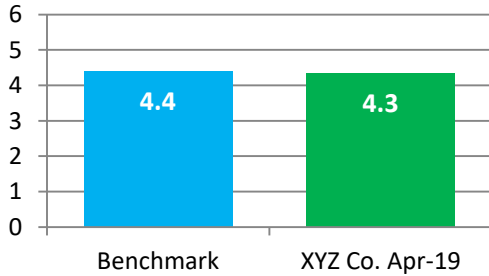


Score	Responses
1	1
2	1
3	1
4	3
5	9
6	0



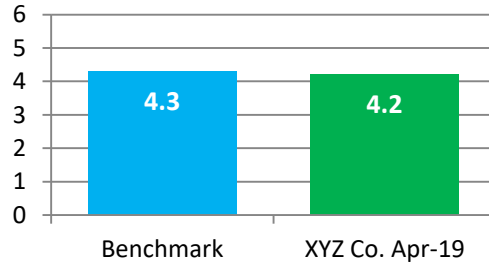
Accountability & Commitment

7. People readily take the initiative where appropriate



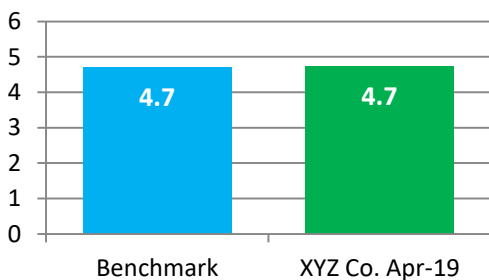
Score	Responses
1	0
2	1
3	3
4	4
5	4
6	3

8. People do what they say they will do



Score	Responses
1	0
2	1
3	2
4	5
5	7
6	0

9. All team members are committed to the success of the team

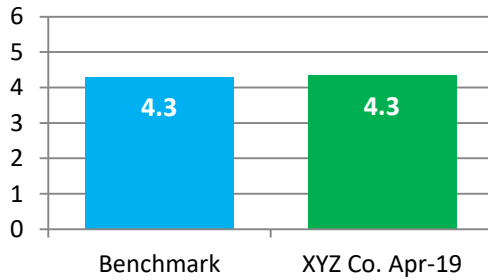


Score	Responses
1	0
2	0
3	2
4	3
5	7
6	3



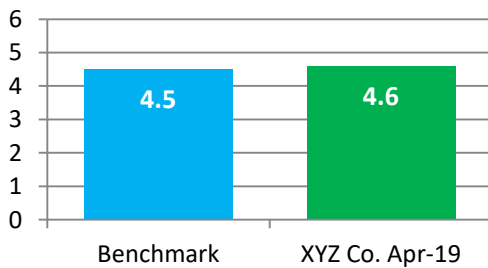
Direction

10. There is clarity of purpose and direction



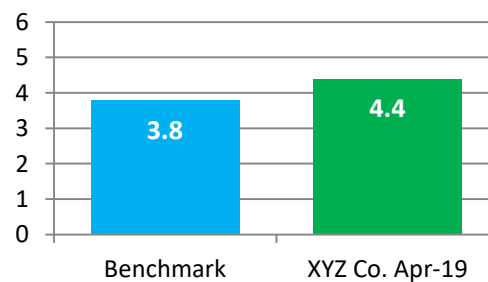
Score	Responses
1	0
2	1
3	1
4	6
5	6
6	1

11. The team has a challenging and exciting vision

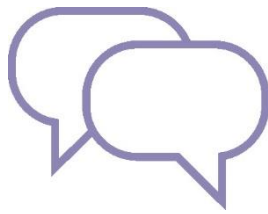


Score	Responses
1	0
2	0
3	3
4	4
5	4
6	4

12. All team members know how the team is performing

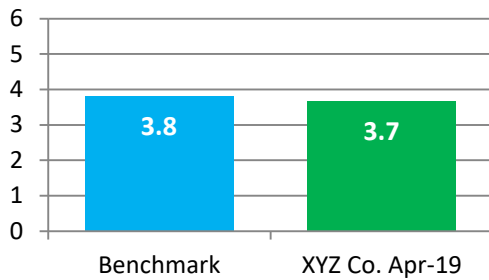


Score	Responses
1	0
2	0
3	3
4	4
5	7
6	1



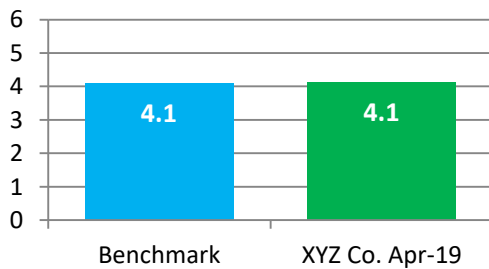
Communication

13. Clear, relevant and effective communication takes place at all levels



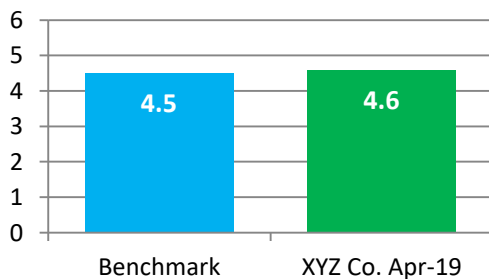
Score	Responses
1	0
2	2
3	5
4	4
5	4
6	0

14. I receive the information I need in a timely manner



Score	Responses
1	0
2	2
3	0
4	7
5	6
6	0

15. There is open two-way communication within the team

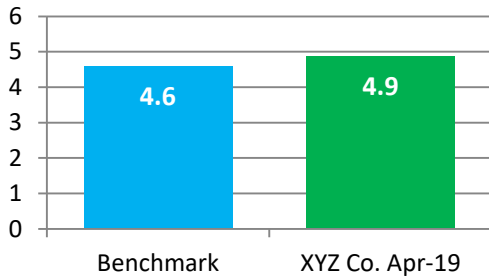


Score	Responses
1	1
2	0
3	0
4	4
5	8
6	2



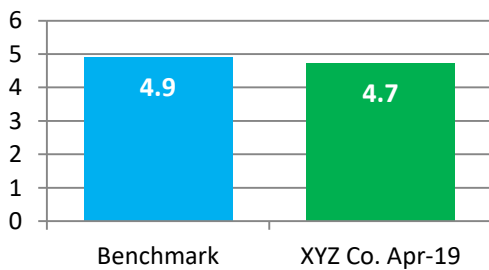
Participation

16. My skills and experience are actively sought out when appropriate



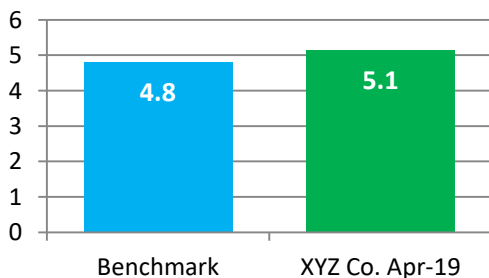
Score	Responses
1	1
2	0
3	0
4	1
5	10
6	3

17. Team members willingly share expertise, knowledge and advice where appropriate



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

18. All team members play a part in achieving results

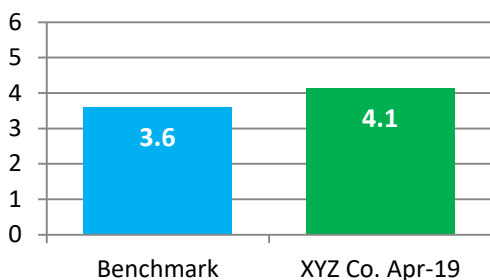


Score	Responses
1	0
2	0
3	1
4	1
5	8
6	5



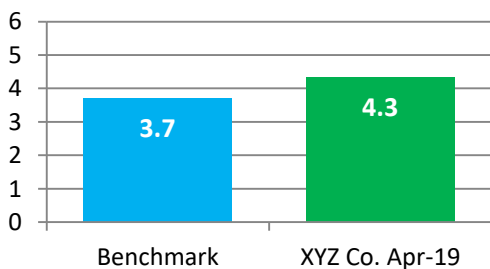
Innovation

19. We make time to experiment and innovate



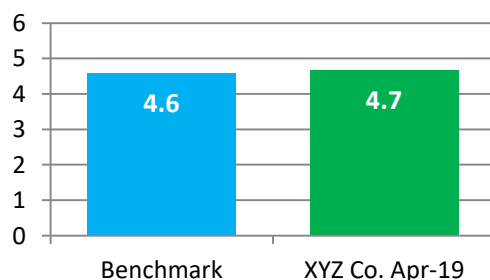
Score	Responses
1	1
2	0
3	3
4	6
5	2
6	3

20. We are quick to identify and exploit relevant new opportunities



Score	Responses
1	1
2	1
3	0
4	4
5	8
6	1

21. We are encouraged to find and try out better ways of doing things

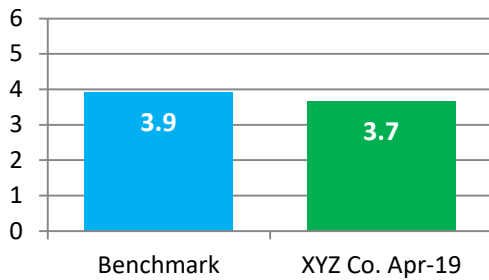


Score	Responses
1	1
2	0
3	0
4	5
5	5
6	4



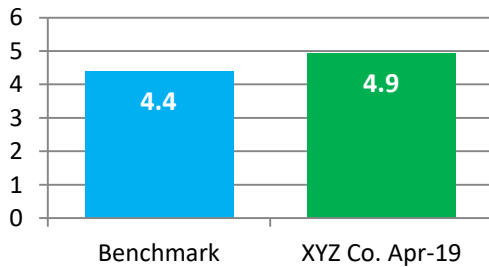
Atmosphere

22. Any frustrations are aired and dealt with, not left to fester



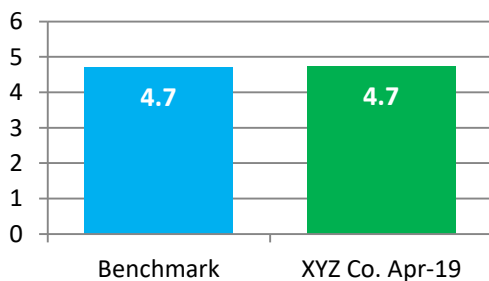
Score	Responses
1	1
2	2
3	4
4	2
5	6
6	0

23. We celebrate achievements and give praise whenever it is due



Score	Responses
1	0
2	0
3	1
4	2
5	9
6	3

24. There is a good working atmosphere

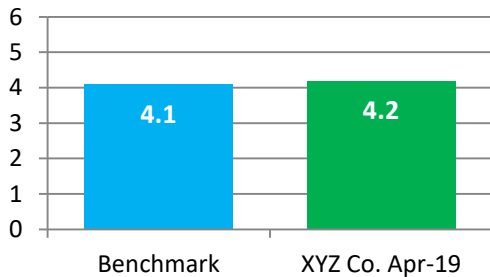


Score	Responses
1	1
2	0
3	0
4	2
5	10
6	2



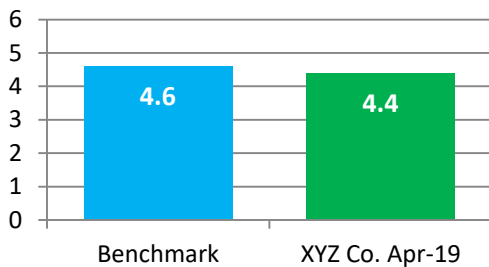
Acceptance

25. Feelings are expressed freely without fear



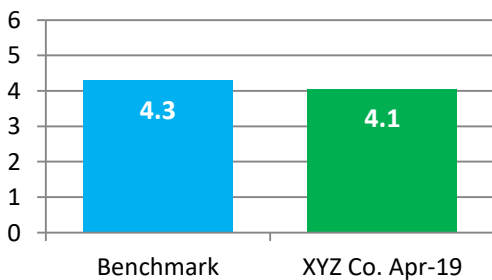
Score	Responses
1	1
2	0
3	1
4	7
5	5
6	1

26. I feel appreciated for who I am and the work I do



Score	Responses
1	1
2	0
3	0
4	5
5	9
6	0

27. Individuals are sensitive to others' needs or concerns

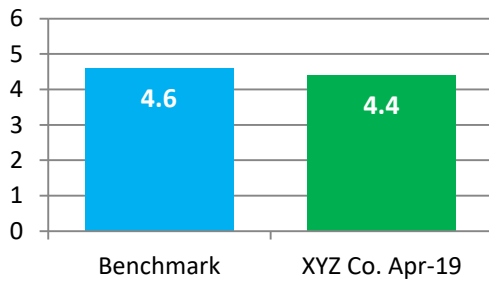


Score	Responses
1	1
2	1
3	0
4	8
5	4
6	1



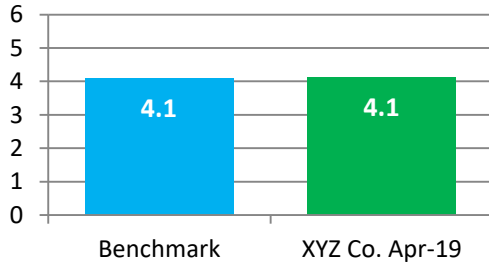
Trust

28. We have faith in each other's abilities



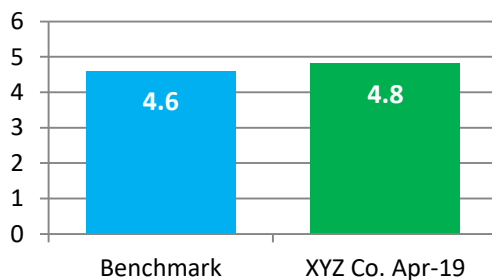
Score	Responses
1	0
2	0
3	3
4	4
5	7
6	1

29. People talk face to face, not behind backs



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

30. I can confide in my colleagues

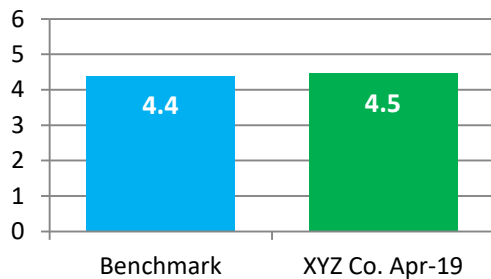


Score	Responses
1	0
2	1
3	0
4	3
5	8
6	3



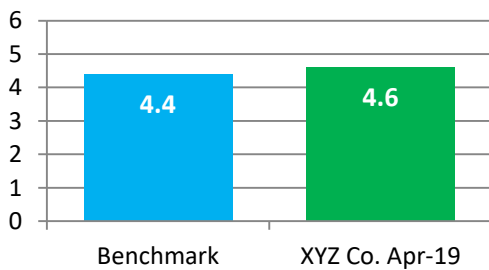
Diversity

31. All team members are treated as equals



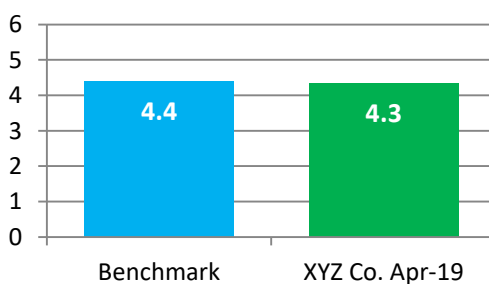
Score	Responses
1	0
2	2
3	1
4	2
5	8
6	2

32. The various strengths and abilities of team members are recognised, utilised and valued



Score	Responses
1	0
2	1
3	0
4	4
5	9
6	1

33. Difference of opinion is valued, debate is encouraged

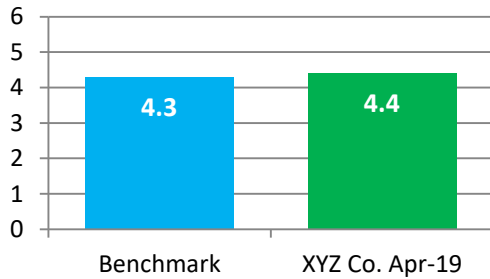


Score	Responses
1	0
2	1
3	0
4	4
5	9
6	1



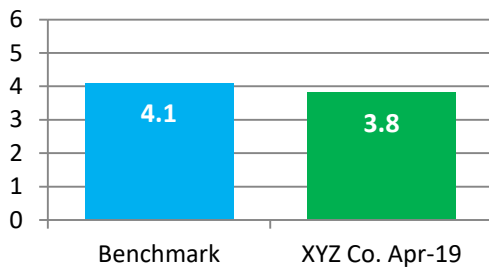
Meetings

34. Meetings produce outcomes and actions



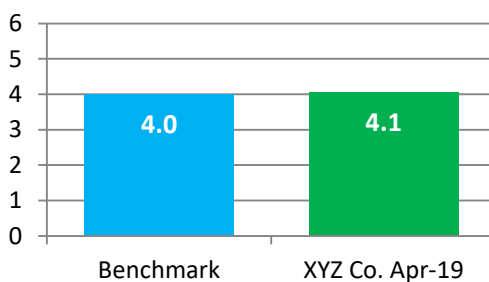
Score	Responses
1	0
2	0
3	1
4	7
5	7
6	0

35. Meetings are well planned and prepared for



Score	Responses
1	0
2	1
3	4
4	7
5	3
6	0

36. Meetings start and finish on time

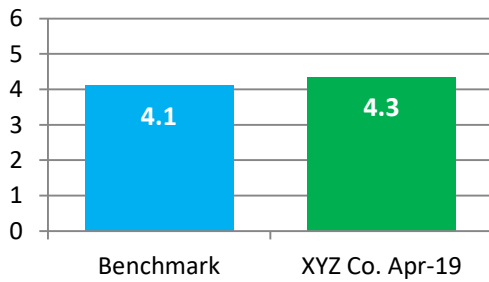


Score	Responses
1	0
2	1
3	4
4	4
5	5
6	1



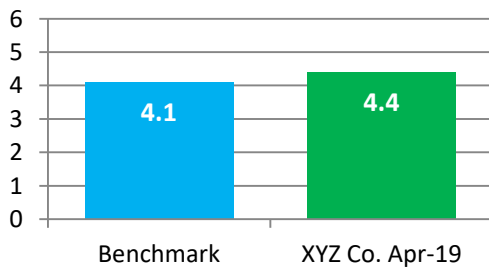
Review

37. Both poor performance and poor behaviour are dealt with in an appropriate manner



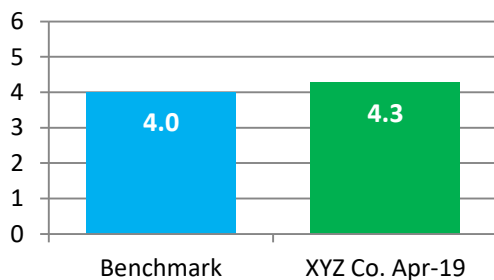
Score	Responses
1	0
2	1
3	3
4	3
5	6
6	2

38. Everyone receives regular constructive feedback on performance

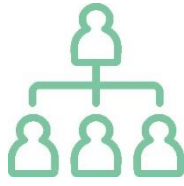


Score	Responses
1	0
2	1
3	1
4	5
5	7
6	1

39. As a team, we regularly review performance against objectives

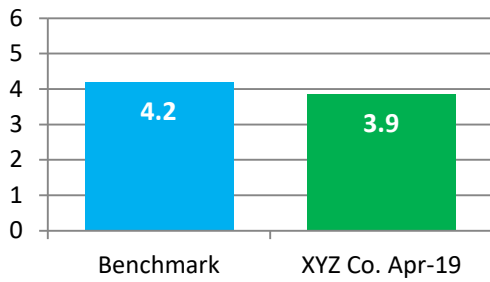


Score	Responses
1	1
2	2
3	1
4	3
5	4
6	4



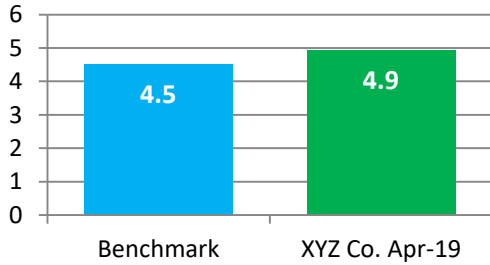
Roles & Responsibilities

40. Roles and responsibilities are clearly defined and understood



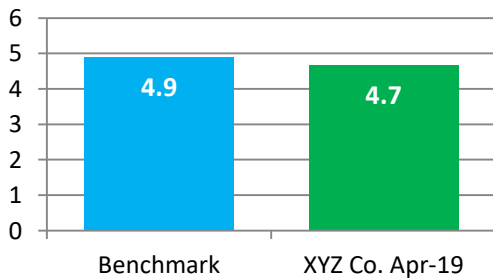
Score	Responses
1	0
2	1
3	5
4	4
5	5
6	0

41. I understand what each member contributes to the team's success



Score	Responses
1	0
2	0
3	0
4	3
5	10
6	2

42. I know how and where I add value

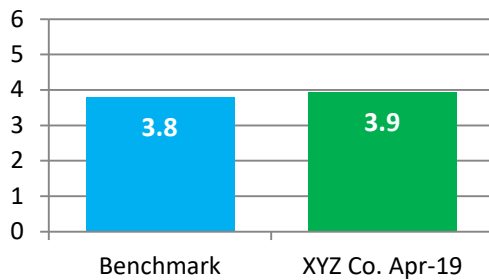


Score	Responses
1	0
2	0
3	0
4	6
5	8
6	1



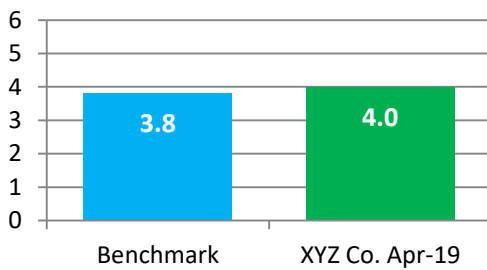
Process

43. Our systems and processes are adhered to by all



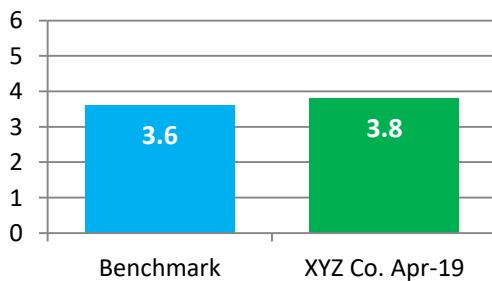
Score	Responses
1	0
2	2
3	2
4	6
5	5
6	0

44. Root causes of problems are clearly identified before solutions are implemented

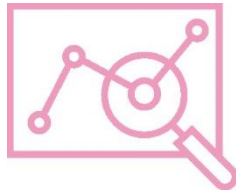


Score	Responses
1	0
2	3
3	0
4	6
5	6
6	0

45. Our systems and processes are fit for purpose

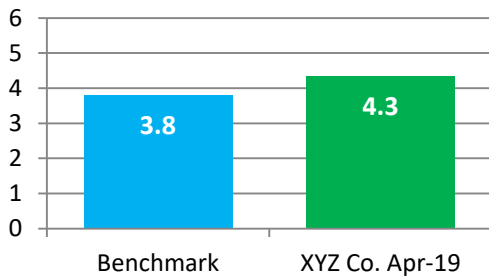


Score	Responses
1	0
2	3
3	2
4	6
5	3
6	1



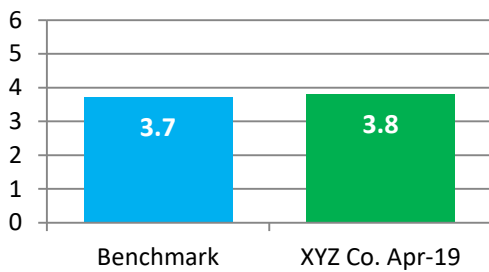
Planning & Follow-through

46. Each team initiative is seen through to completion



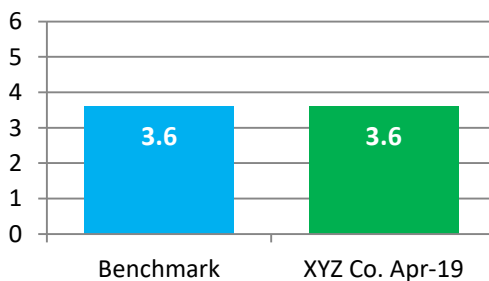
Score	Responses
1	0
2	1
3	1
4	6
5	6
6	1

47. Results of initiatives are evaluated and the data used to inform future planning



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

48. Sufficient time and effort is put into planning and research



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



My Summary

Use this section to make notes on your findings

Use this section to list your personal accountable actions

Use this section to summarise your team's collective outcomes



For more information ...

To talk more about the development of your team, please contact:

0345 045 0933

office@thecolourworks.com