

# 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.

Based on the results from hundreds of teams, our data shows that the most successful teams have the means to take action, and build effective relationships to sustain that action. The Team Diagnostic™ is built on these two fundamental axes:

Factors that optimize productivity

Factors that promote positivity

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:

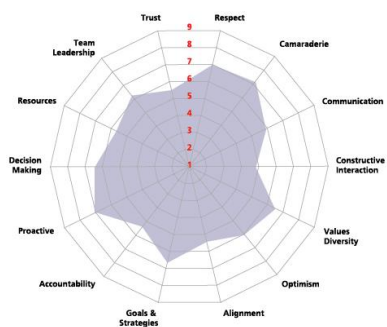
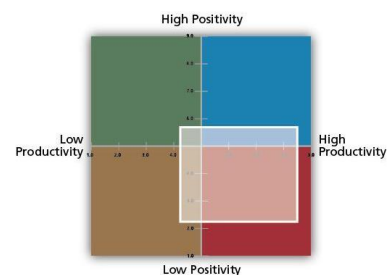
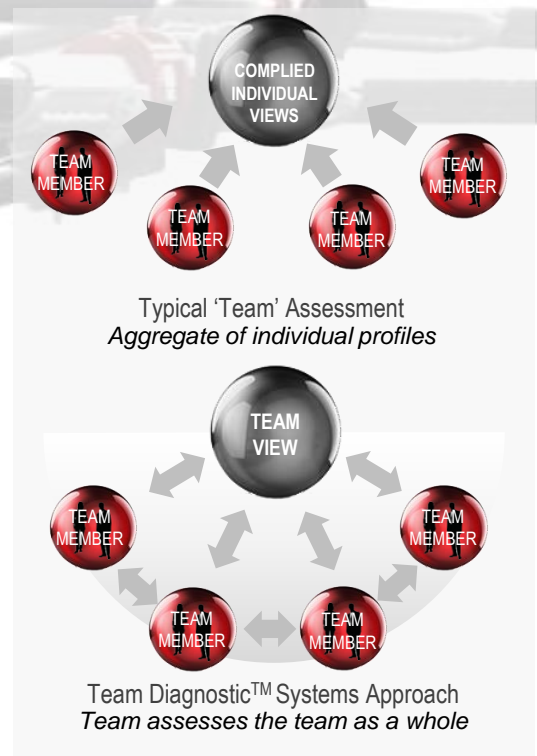
## PRODUCTIVITY COMPETENCIES

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.



## Contact

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