



Team Assessment Overview

Based on the best-selling book, *The Five Dysfunctions of a Team*, by Patrick Lencioni

Introduction

A tool for leaders and managers to make their teams more cohesive and effective.

The primary purpose of this report is to provide your team with a sense of its strengths and areas for improvement.

While the Assessment is certainly quantitative and data-driven, its most important aspect is the qualitative perspective it provides for your team and the discussion it provokes around specific issues.

The Reward

Striving to create a functional, cohesive team is one of the few remaining competitive advantages available to any organization looking for a powerful point of differentiation.

Functional teams:

- **Get more accomplished in less time** since they avoid wasting time on the wrong issues and revisiting the same topics again and again.
- **Make higher quality decisions and stick to those decisions** by eliminating politics and confusion among themselves and the people they lead.
- **Keep their best employees longer** because “A” players rarely leave organizations where they are part of, or being led by, a cohesive team.

The Model

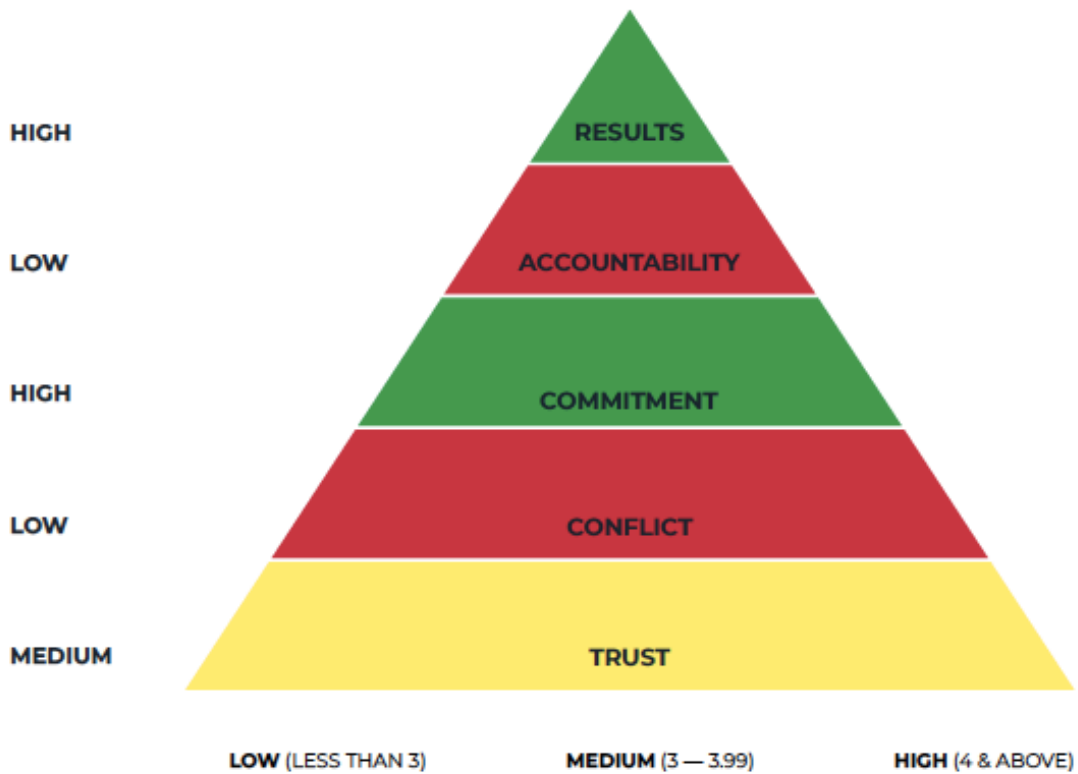
Five Dysfunctions of a Team

Simplicity is the key. Building a healthy team is not complicated, but it takes discipline and focus. With only 42 questions and a custom color-coded report, the Online Team Assessment provides teams with practical, usable data that will help address their most critical issues and begin to make tangible progress right away.

The Team Assessment is the fastest way to build a more cohesive team

Team Summary

Your assessment scores indicate that results and commitment are likely areas of strength for your team, while trust is potentially an area for improvement, and accountability and conflict are areas of likely concern..



The Five Dysfunctions

An overview of the five behavioral challenges all teams must continuously work to avoid.

01
DYSFUNCTION #1:

ABSENCE OF TRUST

This occurs when team members are reluctant to be vulnerable with one another, and are thus unwilling to admit their mistakes, acknowledge their weaknesses or ask for help. Without a certain comfort level among team members, a foundation of trust is impossible.

02
DYSFUNCTION #2:

FEAR OF CONFLICT

Trust is critical because without it, teams are unlikely to engage in unfiltered, passionate debate about key issues. This creates two problems. First, stifling conflict actually increases the likelihood of destructive, back channel sniping. Second, it leads to sub-optimal decision-making because the team is not benefiting from the true ideas and perspectives of its members.

03
DYSFUNCTION #3:

LACK OF COMMITMENT

Without conflict, it is extremely difficult for team members to truly commit to decisions because they don't feel that they are part of the decision. This often creates an environment of ambiguity and confusion in an organization, leading to frustration among employees, especially top performers.

04
DYSFUNCTION #4:

AVOIDANCE OF ACCOUNTABILITY

When teams don't commit to a clear plan of action, peer-to-peer accountability suffers greatly. Even the most focused and driven individuals will hesitate to call their peers on counterproductive actions and behaviors if they believe those actions and behaviors were never agreed upon in the first place.

05
DYSFUNCTION #5:

INATTENTION TO RESULTS

When team members are not holding one another accountable, they increase the likelihood that individual ego and recognition will become more important than collective team results. When this occurs, the business suffers and the team starts to unravel.

Consider how this data will help you build more cohesive and effective teams.

