

P A T H



Periodic Assessment of Team Health

Individual Report

April 01, 2015

Myrt Bailey

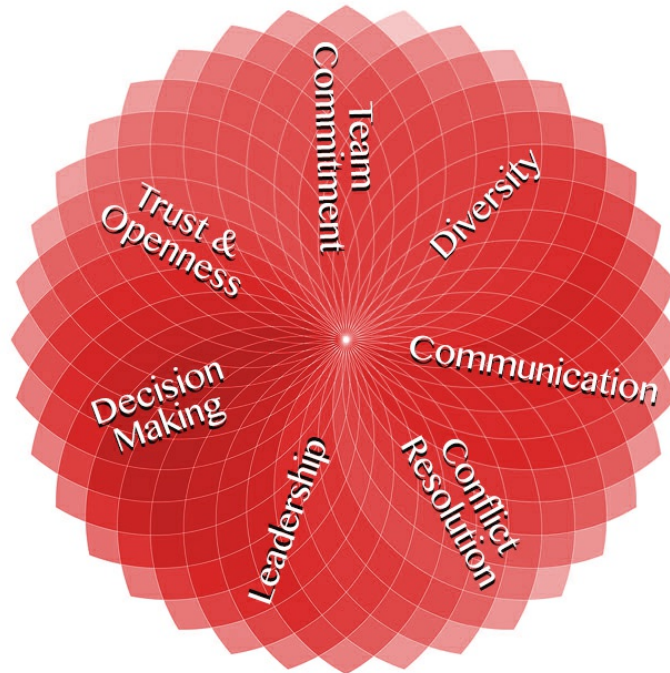
This report provided by:

Culture Concepts Consulting

"Increasing Resilience, Longevity, and Effectiveness"

About PATH

Your responses to PATH form the basis for this report. The report includes your responses to the seven dimensions of a healthy team. The goal of PATH is to give you a snapshot view of how you perceive the functioning of your team. Just as physical health benefits from a regular checkup, so team health is enhanced when we periodically get a checkup. With periodic assessment the team is on the PATH to monitoring and maintaining team health.

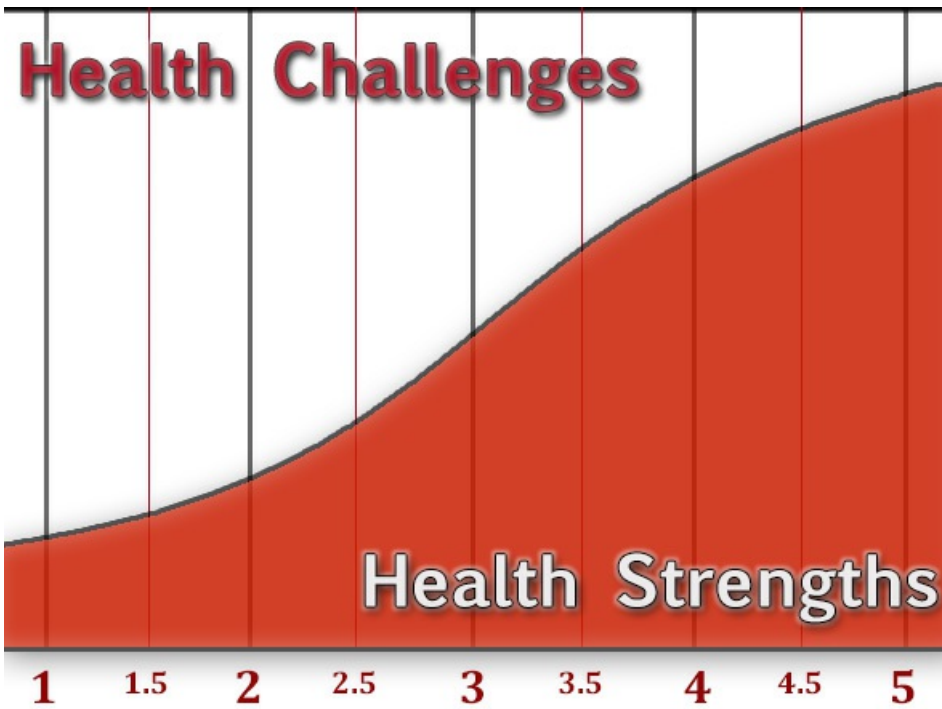


Seven Dimensions of a Healthy Team

1. **TEAM COMMITMENT:** A team culture where members feel a strong commitment to the team.
2. **DIVERSITY:** A team culture that values diversity, which is measured in a number of different ways, most overtly in personality.
3. **COMMUNICATION:** A team culture where members have the ability to share, respond, critique, and receive feedback.
4. **CONFLICT RESOLUTION:** A team culture that creatively and constructively works through conflict toward appropriate resolution.
5. **LEADERSHIP:** A team culture where appropriate leadership is understood and exercised.
6. **DECISION MAKING:** A team culture where the team has the ability to identify, process, and implement decisions.
7. **TRUST AND OPENNESS:** A team culture of transparency, vulnerability, and safety.

Periodic Assessment of Team Health

Team Health Averages



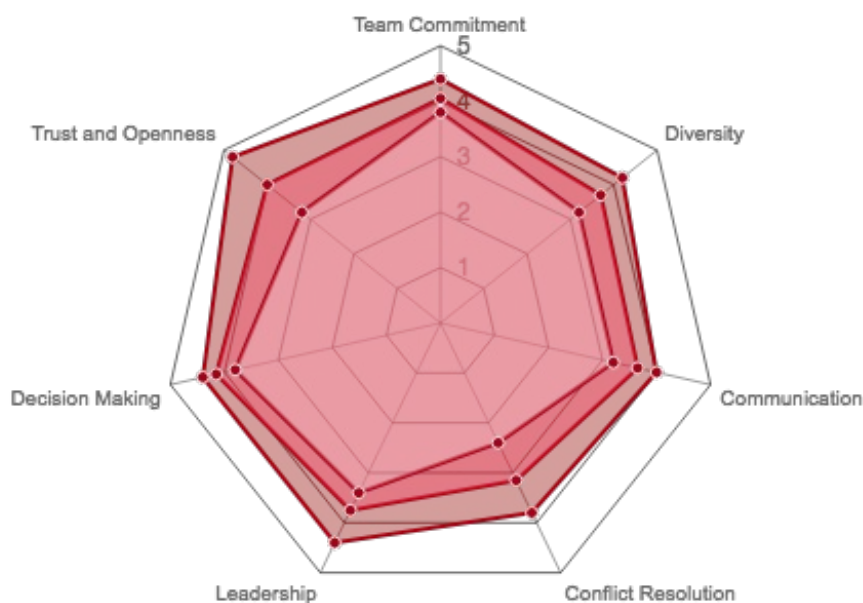
Overall Team Health Average

3.78

Team health will vary depending on circumstances and because a team is a dynamic system. No team is ever completely healthy or completely unhealthy. There is always room to grow as a team and even the most dysfunctional of teams have strengths they can draw from.

Domain Radar Chart

This chart gives the unique shape of the teams health. Each axis corresponds with a domain of team health. The average shape is the overall team average. The high and low are the highest and lowest averages among the team members. Your coach will guide you in discussing things like divergence and outliers.



■ - Maximum
■ - Average
■ - Minimum

Scoring

- 4 – 5: the team is strong and teamwork is healthy.
- 3 – 4: the team is healthy, but there is room for improvement.
- 2 – 3: the team is functioning, but not healthy.
- 1 – 2: the team is not healthy and there is significant work to be done.

Periodic Assessment of Team Health

Individual PATH Averages

Myrt Bailey

Age: 24

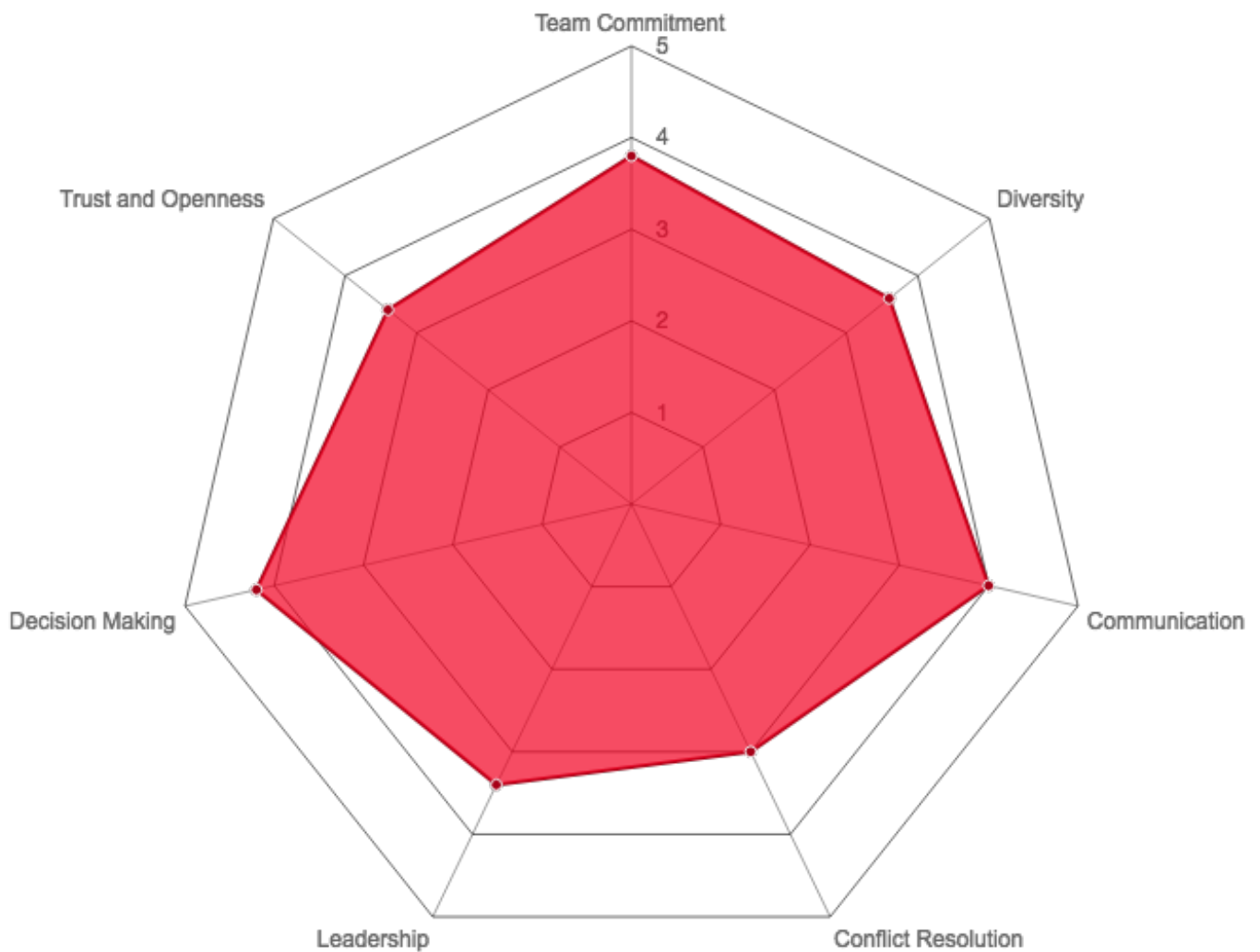
Gender: Female

Marital Status: Married

Passport Country: United States of America

Overall Average: 3.63

Your Individual Domain Radar chart shows your average score for each of the seven domains of team health as calculated by your answers to the PATH assessment. This gives you the unique shape of your perspective on the team's current health.



Team Commitment

Your Average

3.8

Team Average

4.05

1) How committed are your team members to achieving team goals?

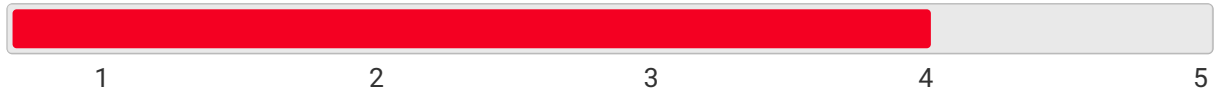


People demonstrate surface level commitment to goals.

People work at achieving only the goals with which they agree.

People work to achieve team goals.

2) What is the level of team cohesion?

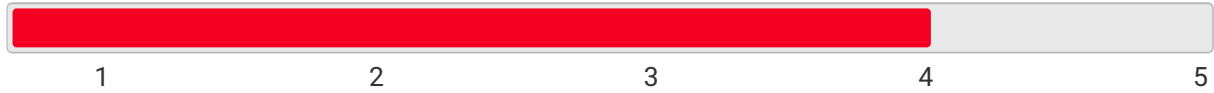


There is no team cohesion.

Occasionally there is a sense of team cohesion.

There is a deep feeling of team cohesion.

3) How emotionally supportive are the team members to one another?



There is little support and help among the members.

There is some support and help some of the time.

There is high support and help most of the time.

4) Are people willing to take a risk and try new actions to make the team better?



No one is willing to risk.

Some willingness to risk.

High willingness to risk.

5) Group members are willing to sacrifice their time for the good of the team.



Almost never.

Sometimes.

Almost always.

Periodic Assessment of Team Health

Team Commitment (Continued)

6) What do you need to do to grow in your commitment to the team?

Spend more time in team meetings and just time together in general.

7) What action can your team take to enhance commitment to the team?

Schedule time each week to catch up with each other.

Notes

What strengths or assets do we already have related to team commitment?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

Periodic Assessment of Team Health

Diversity

Your Average

3.6

Team Average

3.70

1) Each understands what others need from him/her to achieve common goals.

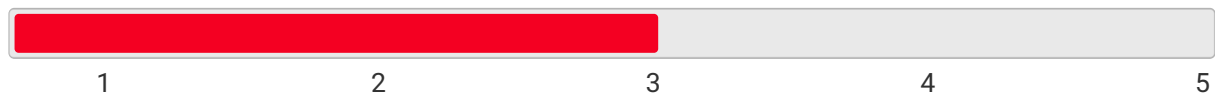


People do not understand what others need from them.

There is some understanding between some people.

Each person truly understands what others need from him/her.

2) People understand how their work contributes to the goal of the total group.



No real understanding.

Some understanding.

Complete understanding.

3) Team members know how to accomplish their work and maintain good relationships at the same time.



No one does this well.

Have some ability.

Completely able to do this.

4) The team appreciates and values personality differences.



Personality differences produce conflict.

Some personalities are appreciated.

All personalities are appreciated and are not a source of conflict.

5) All team members participate fully and feel their participation is appreciated.



There is little feeling of participation, being appreciated.

There is some feeling of participation, being appreciated.

People participate and are appreciated.

Periodic Assessment of Team Health

Diversity (Continued)

6) What is your greatest struggle with regard to team diversity?

Being able to appreciate each other's participation and personalities without making judgements or comparisons.

7) What will help your team make the best use of team diversity?

Prayer, mediation, and intentional effort.

Notes

What strengths or assets do we already have related to diversity?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

Periodic Assessment of Team Health

Communication

Your Average

4.0

Team Average

3.65

1) Are communications in team meetings open and free?

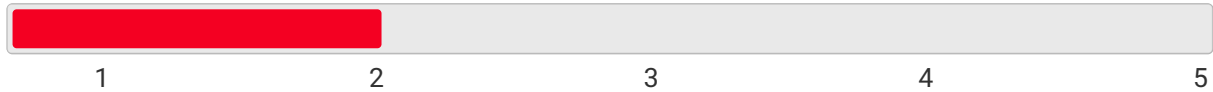


Communication is closed, guarded, and careful.

People talk about matters that are safe.

Everyone feels free to say what they want.

2) Does the team ever stop and critique how well they are working together?



We never stop to critique how well we are doing.

We occasionally take time to critique how well we are doing.

We regularly take time to critique how well we are doing.

3) Opinions of all team members are sought after for input.

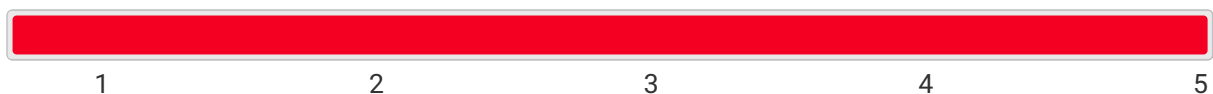


No seeking of input.

Some seeking for input from some.

Input is sought from everyone.

4) The team's plans and future direction/vision are very clear to everyone.



Not clear.

Somewhat clear.

Very clear.

5) Team meetings are well-run and useful.



Meetings are tedious and not useful.

Meetings are somewhat well-run and useful.

Meetings are well-run and useful.

6) What communication skills do you need to work on?

Making time for communication

7) What is your best suggestion to help the team improve its communication?

Set aside time; make each other feel comfortable enough to trust that their opinions and ideas are appreciated and the environment is a 'safe' one for honest and open communication.

Notes

What strengths or assets do we already have related to communication?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

Conflict Resolution

Your Average

3.0

Team Average

3.15

1) How are differences and conflicts handled on your team?



Conflicts are ignored, or people are told not to worry about them.

Conflicts are sometimes looked at but are usually left hanging.

Conflicts are appropriately resolved.

2) People seek to understand more than they seek to win.



Team culture reflects a desire to win more than to understand.

Team culture reflects some desire to understand rather than win.

Team culture reflects a desire to understand rather than win.

3) Problems are resolved through mutual effort, open communication and understanding.



Problems are suppressed.

Problems are resolved by some dictating solutions.

Problems are resolved with appropriate, thorough communication.

4) Conflicts are appropriately expressed.



Conflicts are suppressed.

Some express conflict appropriately.

Addressing conflict appropriately is seen as positive.

5) Team members are comfortable for other team members to raise questions.



Questions make people uncomfortable.

Some are perceived as welcoming of questions.

Others welcome my or anyone's questions.

Periodic Assessment of Team Health

Conflict Resolution (Continued)

6) What will help you be better at resolving conflict appropriately?

Prayer and well thought out conflict resolution, bringing up conflict with an effort to resolve rather than vent.

7) What does your team need to do to resolve conflict more effectively?

Build trust through open and accepting communication and supportive attitudes.

Notes

What strengths or assets do we already have related to conflict resolution?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

Your Average

3.4

Team Average

3.75

1) Are team members willing to follow someone else's leadership?



People are resistant to the leadership of others.

People are willing to follow certain people.

Everyone is willing to follow anyone.

2) Describe your team's management atmosphere.



Uncooperative

Somewhat Cooperative

Cooperative

3) To what extent are people committed to accepting and implementing decisions and assignments?



People just do what they are told. There is little personal commitment

At times there is some commitment to decisions and assignments; at other times there is not.

There is full commitment by everyone to all assignments.

4) Team members are able to take on leadership roles when the situation requires it.



No one is willing to lead.

Some are willing to lead.

Everyone will lead when appropriate.

5) To what extent is the team dependent on one person to move forward?



Completely dependent on one person.

Somewhat dependent.

Able to work independently as needed.

Periodic Assessment of Team Health

Leadership (Continued)

6) In what areas are you willing to take a lead?

In any way that is communicated to me as needed, or any situation that I see I am needed where my leadership can be effectively used

7) What aspects of leadership does your team need to talk about?

We need to talk [about] the satisfaction or lack of with leadership tendencies and make sure everyone is ok to see if we need to make changes or work harder at certain leadership issues.

Notes

What strengths or assets do we already have related to leadership?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

Decision Making

Your Average

4.2

Team Average

4.15

1) How does your team establish goals?



One person sets the goals for us.

We discuss goals, but one person makes the final decisions.

We all work together to arrive at our goals.

2) How broadly do people collaborate with each other?



Each person works independent of others.

There is some collaboration when people are pushed to it.

People are collaborative with others as needed.

3) What is your team's process for making decisions?



Decisions are made without discussion.

Decisions are made after some discussion.

Decisions are made after broad discussion.

4) Standards of quality and effectiveness have been set, are reasonable, and well understood by all.



We are not concerned with quality and effectiveness.

Sometimes we are concerned with quality and are effective.

The team has set standards, understands them, and implements with effectiveness.

5) Priorities are realistic, established, and change in a timely and appropriate manner.



Nothing is prioritized.

Sometimes we think about priorities.

We prioritize and rethink our priorities.

Periodic Assessment of Team Health

Decision Making (Continued)

6) What part of your team process troubles you?

Communication in the decision making process and taking time to discuss issues in person before making decisions.

7) What is one thing your team can do to improve the decision making process?

Weekly team meetings.

Notes

What strengths or assets do we already have related to decision making?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

Trust and Openness

Your Average

3.4

Team Average

4.00

1) Do people trust each other to carry out assignments?



There is almost no trust at all.

Some trust exists, but it is not widespread.

There is high trust among all.

2) How much do people reveal trustworthiness by keeping confidences?



There is little confidence keeping.

Some keep confidences.

People keep confidences.

3) How much do people demonstrate openness and share their ideas?



No one openly shares.

Some are willing to share.

Ideas are shared by all.

4) Does the team demonstrate fairness in giving critiques?



There is no fair critique.

Some people critique fairly.

Critique is fair.

5) Do team members trust that other members have their best interest at heart?



No one has the best interest of others at heart.

Some have the best interest of others at heart.

Everyone has other's best interest of at heart.

Periodic Assessment of Team Health

Trust and Openness (Continued)

6) What makes it difficult for you to trust your teammates?

Fear of judgement and knowing that in the past some judgements were made off wrongful assumptions, as well as conflict being handled in an unproductive and hurtful way in the past and being fearful of that happening again

7) What is your best suggestion for helping to build trust in your team?

Prayer and making intentional effort to have supportive and loving attitudes when dealing with issues that may be difficult to talk about.

Notes

What strengths or assets do we already have related to trust and openness?

What tasks might we do to become a more effective team in this area?

What maintenance items must we prioritize to stay healthy?

PATH Forward

Being a successful team requires team members to assess their strengths and address their challenges.

1. What are your team's 3 greatest strengths?

2. List and prioritize your team's 3 greatest challenges.

3. What action steps will move your team forward to maximize strengths and address challenges?

Challenge #1 Action Steps:

What team strengths will help you address this challenge?

Challenge #2 Action Steps:

What team strengths will help you address this challenge?

Challenge #3 Action Steps:

What team strengths will help you address this challenge?

Celebrate your team and be thankful.