

The Periodic Assessment of Team Health

Individual Report

03/01/2021

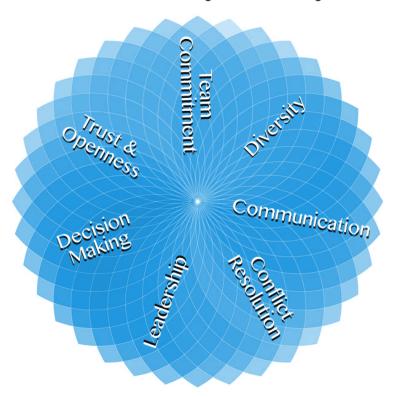
Ben Coffee



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

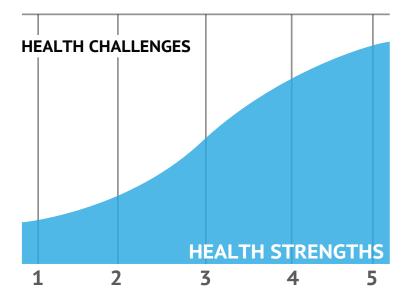
- 1. TEAM COMMITMENT: A team culture where members feel a strong commitment to the team.
- 2. DIVERSITY: A team culture that values diversity, which is measured in a number of different ways, most overtly in personality.
- COMMUNICATION: A team culture where members have the ability to share, respond, 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.

Overall Team Average 4.2

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.

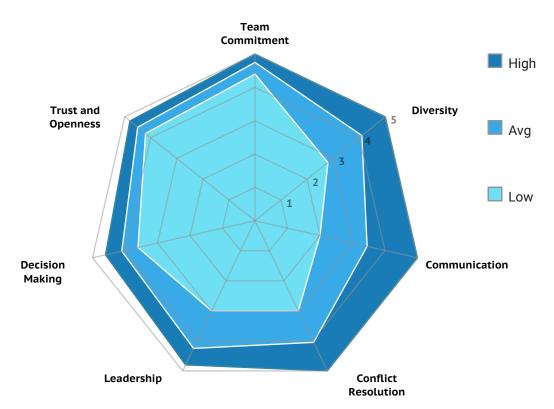
Domain Radar Chart

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.



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

Ben Coffee

Age: 35

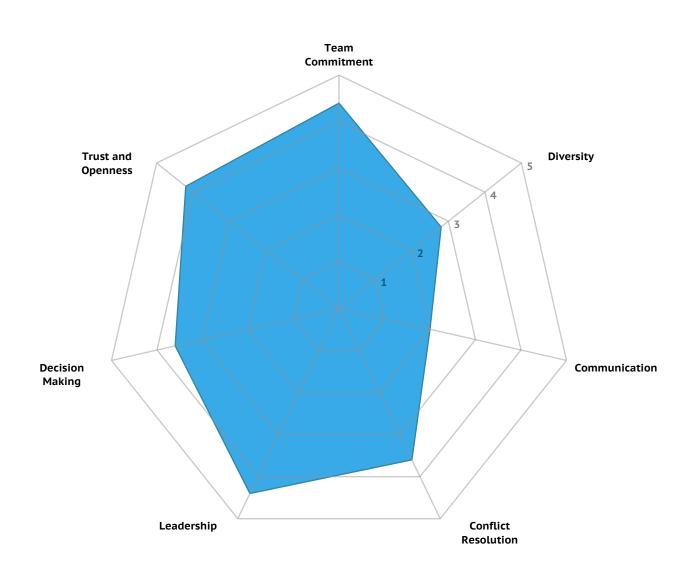
Gender: Male

Marital Status: Married

Passport Country: United States

Overall Average 3.6

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 Average

Team Commitment

TEAM COMMITMENT

Your Average

4.4		4.75
1) How committed are you	ur team members to achieving team go	als?
1	2 3	4 5
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 tear	m cohesion?	
1	2 3	4 5
There is no team cohesion.	Occasionally there is a sense of team cohesion.	There is a deep feeling of team cohesion.
3) How emotionally suppo	ortive are the team members to one and	ther?
1	2 3	4 5
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 tal	ke a risk and try new actions to make th	ne team better?
1	2 3	4 5
No one is willing to risk.	Some willingness to risk.	High willingness to risk.
5) Group members are wil	ling to sacrifice their time for the good	of the team.
1	2 3	5
Almost never.	Sometimes.	Almost always.

Team Commitment (Continued)

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

Communicate work decisions better and look for input from all team members before making decisions.

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

More scheduled team meetings/get togethers

Team Commitment (Continued)

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?				
What maintenance hemo mast we phonaze to stay hearthy.				

PERIODIC ASSESSMENT OF TEAM HEALTH Diversity

DIVERSITY

Your Average 2.8			Team Average		
		4.10			
1) Each understands v	what others ne	ed from him/her to ac	chieve common	goals.	
1	2	3	4	5	
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 worl	k contributes to the go	oal of the total g	roup.	
1	2	3	4	5	
No real understanding.		Some understanding.		Complete understanding.	
3) Team members known the same time.	ow how to acc	omplish their work an	d maintain good	l relationships at	
1	2	3	4	5	
No one does this well.		Have some ability.		Completely able to do this.	
4) The team appreciat	es and values	personality difference	es.		
1	2	3	4	5	
Personality differences produce conflict.		Some personalities are appreciated.		All personalities are appreciated and are not a source of conflict.	

PERIODIC ASSESSMENT OF TEAM HEALTH Diversity (Continued)

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.

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

Making all members feel included

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

making all memberes included and heard

PERIODIC ASSESSMENT OF TEAM HEALTH Diversity (Continued)

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?					

Communication

COMMUNICATION

Your Average			Team Average		
2	.0		3.45		
1) Are communication	ns in team mee	etings open and free?			
1	2	3	4	5	
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 critic	que how well they are	working togethe	er?	
1	2	3	4	5	
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	n members are	e sought after for inpu	rt.		
1	2	3	4	5	
No seeking of input.		Some seeking for input from some.		Input is sought from everyone.	
4) The team's plans a	nd future direc	tion/vision are very cl	ear to everyone.		
1	2	3	4	5	
Not clear.		Somewhat clear.		Very clear.	
5) Team meetings are	well-run and เ	useful.			
1	2	3	4	5	
Meetings are tedious and not useful.		Meetings are somewhat well-run and useful.		Meetings are well-run and useful.	

Communication (Continued)

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

Confirming everyone understands decisions made

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

Establishing routines that encourage communication

Communication (Continued)

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?					

PERIODIC ASSESSMENT OF TEAM HEALTH Conflict Resolution

Team Average

CONFLICT RESOLUTION

Your Average

4.05 3.6 1) How are differences and conflicts handled on your team? Conflicts are ignored, or Conflicts are Conflicts are sometimes people are told not to looked at but are usually appropriately resolved. worry about them. left hanging. 2) People seek to understand more than they seek to win. Team culture reflects a Team culture reflects Team culture reflects a desire to win more than some desire to desire to understand understand rather than to understand. rather than win. win. 3) Problems are resolved through mutual effort, open communication and understanding. 5 Problems are Problems are resolved Problems are resolved suppressed. by some dictating with appropriate, solutions. thorough communication. 4) Conflicts are appropriately expressed. Conflicts are Some express conflict Addressing conflict appropriately. appropriately is seen as suppressed. positive.

Conflict Resolution (Continued)

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



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

Perhaps a team method that utilizes a safe and understood way to bring up an issue with potential to raaise conflict

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

See

Conflict Resolution (Continued)

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?				

PERIODIC ASSESSMENT OF TEAM HEALTH Leadership

LEADERSHIP

Your A		Team Average		
4.4		4.25		
1) Are team member	s willing to foll	ow someone else's le	eadership?	
1	2	3	4	5
People are resistant to the leadership of others.		People are willing to follow certain people.		Everyone is willing to follow anyone.
2) Describe your tear	n's manageme	ent atmosphere.		
1	2	3	4	5
Uncooperative		Somewhat Cooperative	_	Cooperative
assignments?	2	eitted to accepting and	4	5
People just do what they		At times there is some	7	There is full commitment
are told. There is little		commitment to		by everyone to all
personal commitment		decisions and assignments; at other times there is not.		assignments.
4) Team members ar	e able to take	on leadership roles w	hen the situation	requires it.
1	2	3	4	5
No one is willing to lead.		Some are willing to lead.		Everyone will lead when appropriate.

Leadership (Continued)

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



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

Any required

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

Defining leaders for certain tasks may be helpful those tasks get completed

Leadership (Continued)

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?				

PERIODIC ASSESSMENT OF TEAM HEALTH Decision Making

DECISION MAKING

Your Average Team Average 4.10 3.6 1) How does your team establish goals? One person sets the We all work together to We discuss goals, but goals for us. one person makes the arrive at our goals. final decisions. 2) How broadly do people collaborate with each other? 4 Each person works People are collaborative There is some independent of others. with others as needed. collaboration when people are pushed to it. 3) What is your team's process for making decisions? Decisions are made Decisions are made after Decisions are made after without discussion. some discussion. broad discussion. 4) Standards of quality and effectiveness have been set, are reasonable, and well understood by all. We are not concerned Sometimes we are The team has set with quality and concerned with quality standards, understands effectiveness. and are effective. them, and implements with effectiveness.

Decision Making (Continued)

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

1 2 3 4 5

Nothing is prioritized. Sometimes we think about priorities. We prioritize and rethink our priorities.

6) What part of your team process troubles you?

Wives many times not involved in discussion or decision-making

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

Include all

Decision Making (Continued)

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

TRUST AND OPENNESS

Your Av		Team Average		
4.	2		4.50	
1) Do people trust each	other to carı	ry out assignments?		
1	2	3	4	5
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	e reveal trust	worthiness by keepin	g confidences?	
1	2	3	4	5
There is little confidence keeping.		Some keep confidences.		People keep confidences.
3) How much do people	e demonstrat	e openness and shar	e their ideas?	
1	2	3	4	5
No one openly shares.		Some are willing to share.		Ideas are shared by all.
4) Does the team demo	onstrate fairn	ess in giving critique	s?	
1	2	3	4	5
There is no fair critique.		Some people critique fairly.		Critique is fair.
5) Do team members to	ust that othe	r members have thei	r best interest at h	neart?
1	2	3	4	5
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.

Trust and Openness (Continued)

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

Not sharing struggles or weaknesses, or downplaying them, or sharing after they're overcome

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

Building method for bringing up struggles or vulnerabilities without fear or shame.

Trust and Openness (Continued)

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?	
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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?
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Challenge #2 Action Steps:
Challenge #2 Action Steps.
What toom atrongthe will help you address this shallongs?
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.