



PATH



The Periodic Assessment of Team Health

Individual Report

03/01/2021

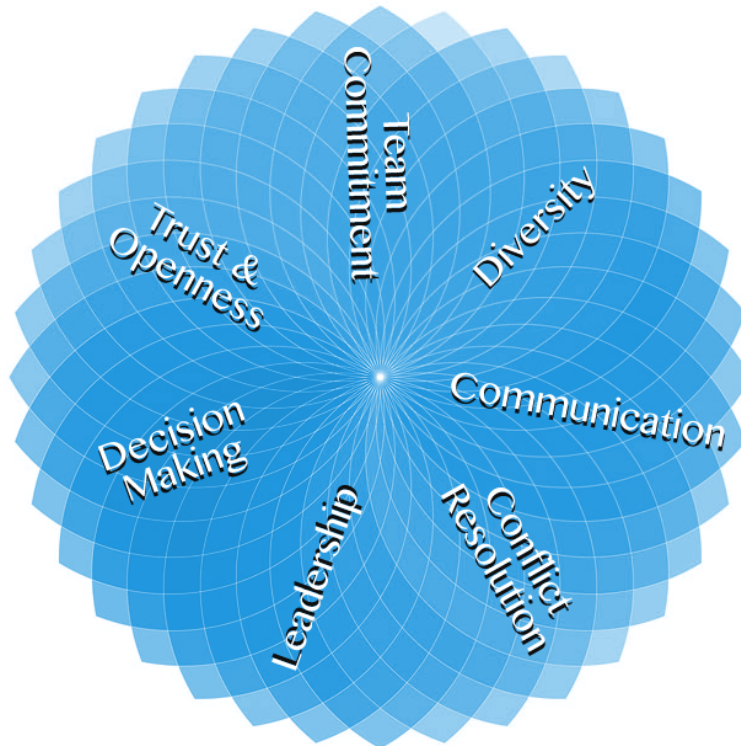
Paulina Fernandez



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

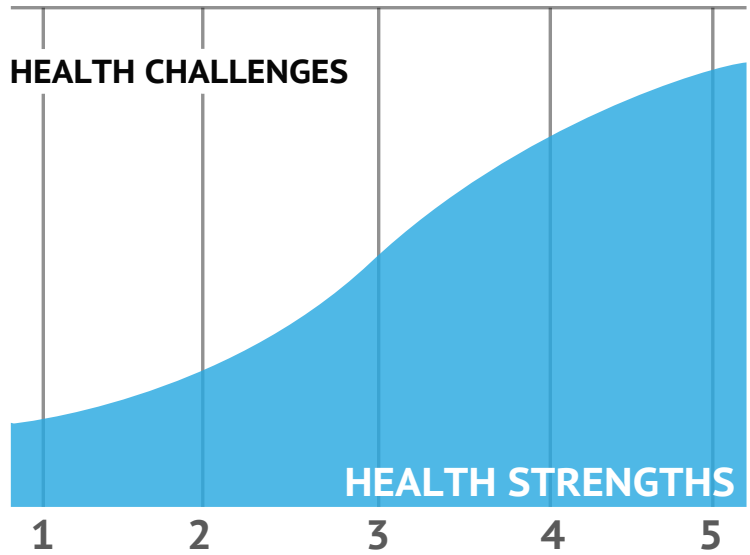
1. **TEAM COMMITMENT:** A team culture where members feel a strong commitment to the team.
2. **DIVERSITY:** A team culture that values diversity, which is measured in a number of different ways, most overtly in personality.
3. **COMMUNICATION:** A team culture where members have the ability to share,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

Overall Team Average 3.0

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.

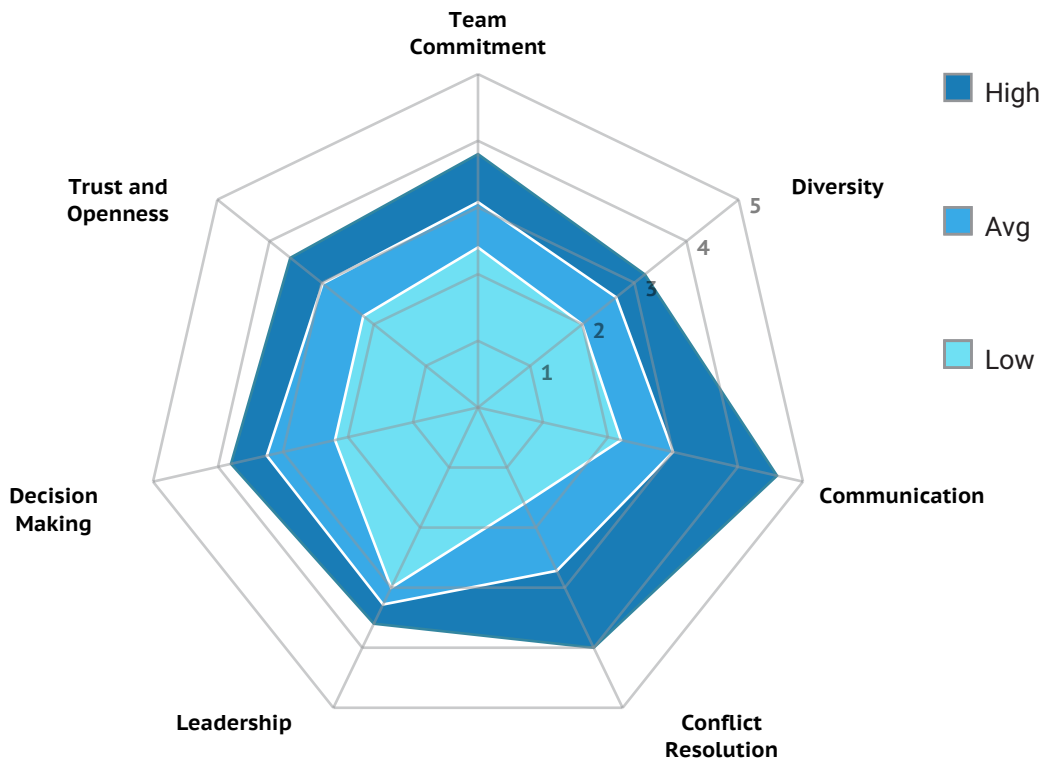
Domain Radar Chart

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.



Paulina Fernandez

Age: 35

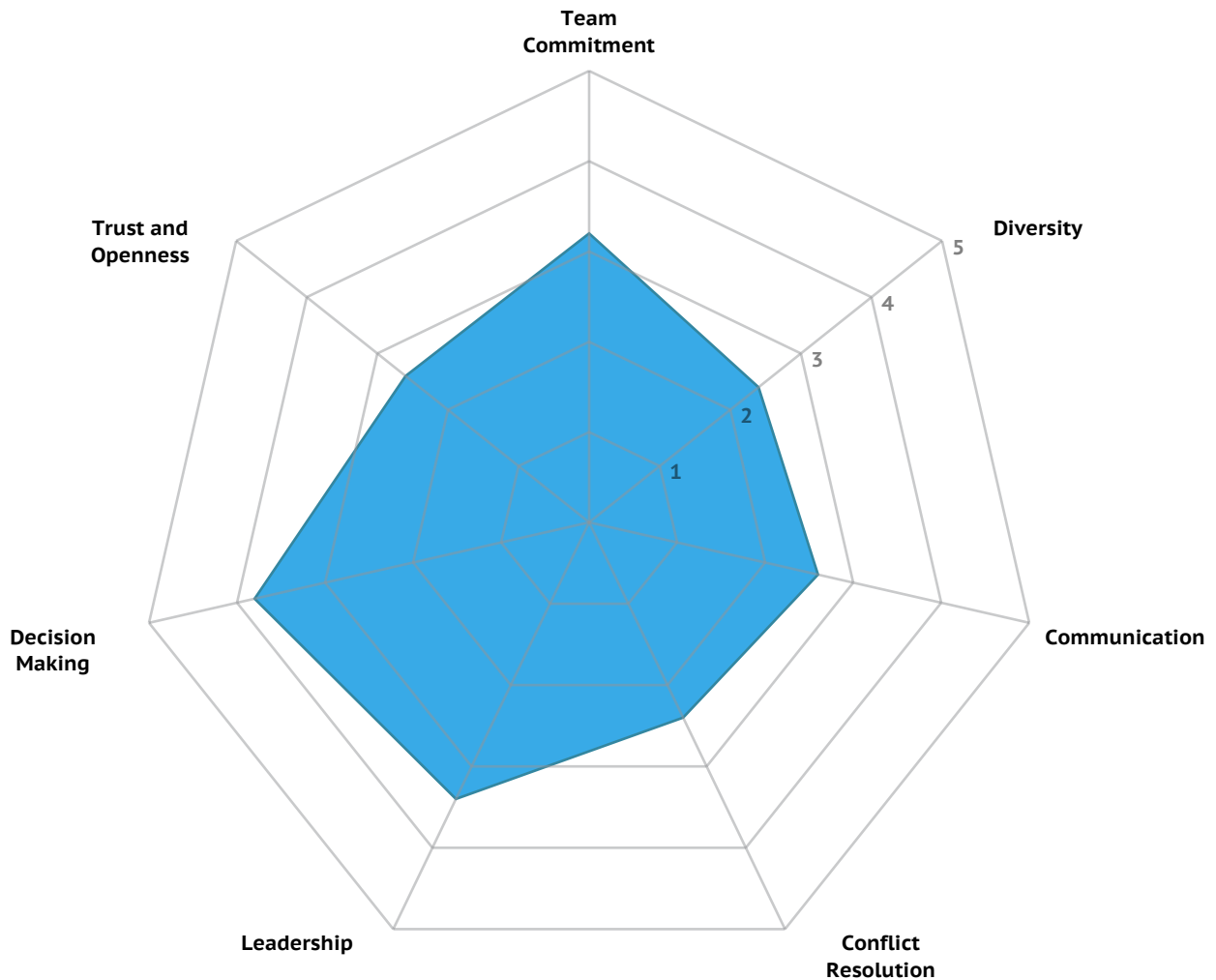
Gender: Female

Marital Status: Married

Passport Country: United States

Overall Average **2.9**

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

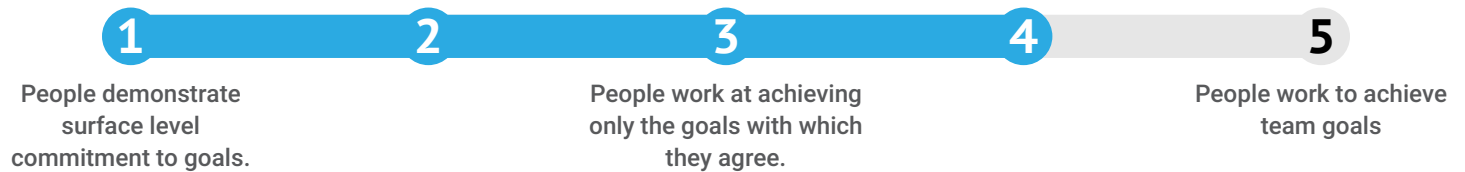
Your Average

3.2

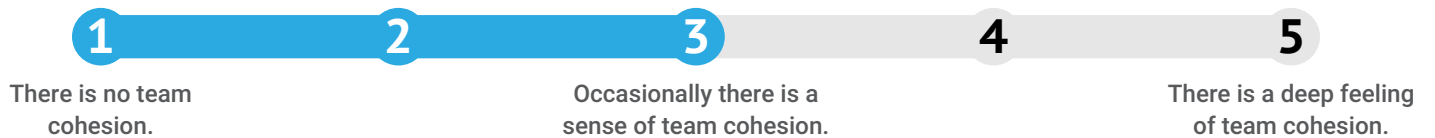
Team Average

3.08

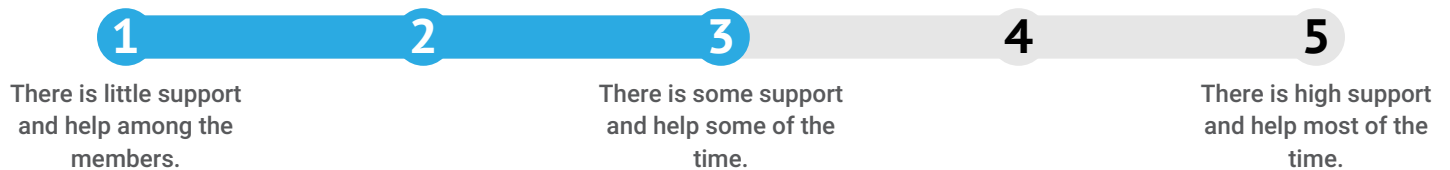
1) How committed are your team members to achieving team goals?



2) What is the level of team cohesion?



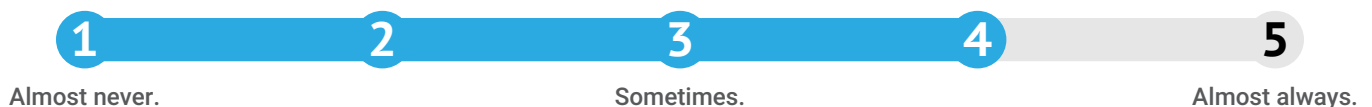
3) How emotionally supportive are the team members to one another?



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



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



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

Áreas en que estoy buscando crecer: animar, ser responsable, cumplir mi palabra, buscar unidad, amar más, aconsejar, ser positiva, colaborar, dar ejemplo

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

Aceptar las diferencias y tener presente que todos pueden aportar desde su comprensión y experiencia, ser más tolerantes, desear trabajar unidos

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?

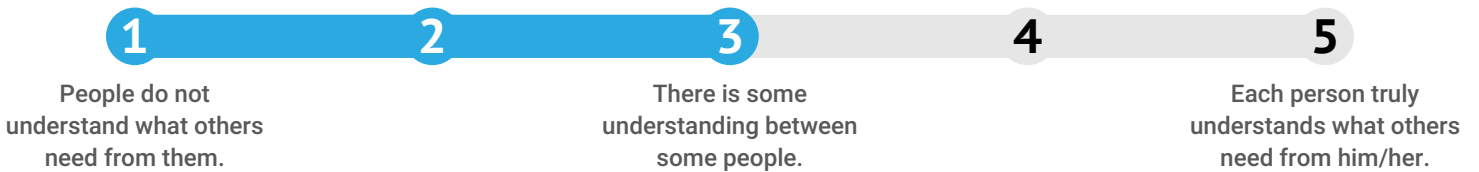
What maintenance items must we prioritize to stay healthy?

DIVERSITY

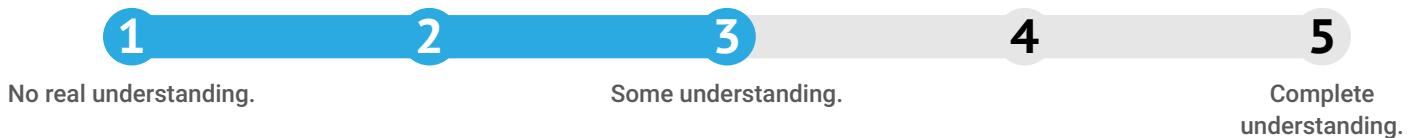
Your Average
2.4

Team Average
2.65

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



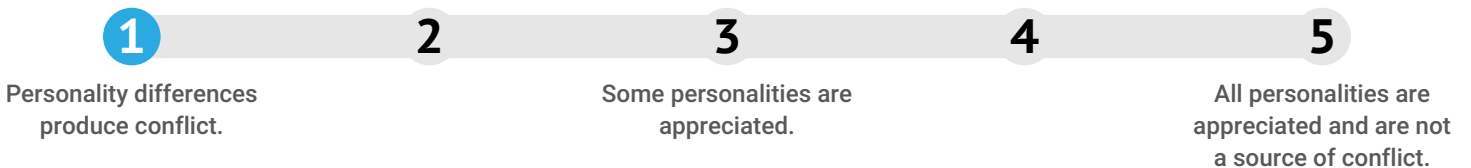
2) People understand how their work contributes to the goal of the total group.



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



4) The team appreciates and values personality differences.



PERIODIC ASSESSMENT OF TEAM HEALTH

Diversity (Continued)

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

1

There is little feeling of participation, being appreciated.

2

3

There is some feeling of participation, being appreciated.

4

5

People participate and are appreciated.

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

Ver que los celos entre hermanas logren paralizar parte del equipo y neutralicen el amor entre unas y otras

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

Escuchar, integrar, intentar, aceptar, aprender unos de otros, conocer las distintas capacidades

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

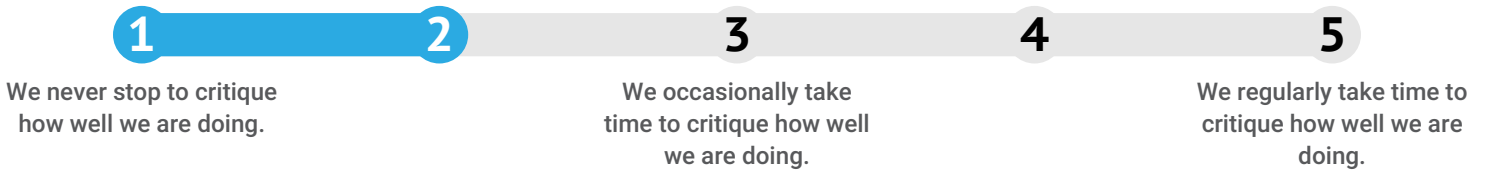
Your Average
2.6

Team Average
3.00

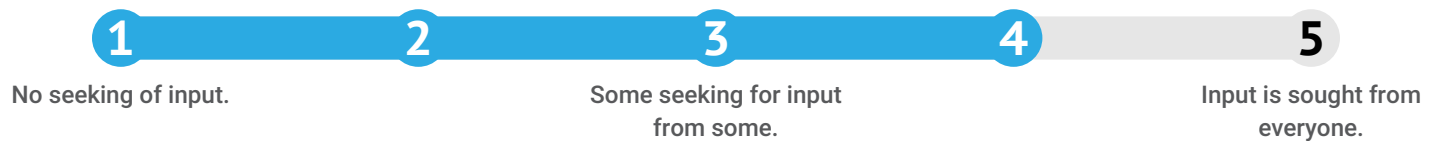
1) Are communications in team meetings open and free?



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



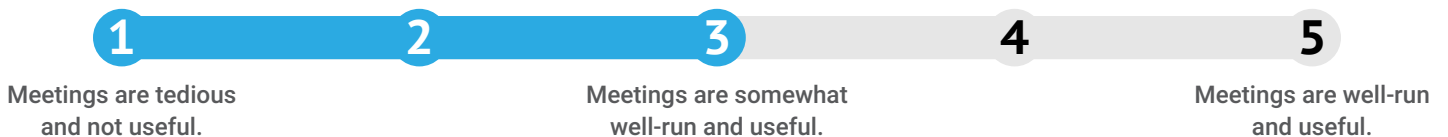
3) Opinions of all team members are sought after for input.



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



5) Team meetings are well-run and useful.



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

Mi forma de pedir las cosas puede sonar imperativa, así que sigo trabajando para ajustarme a la cultura ecuatoriana

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

No tener miedo de decir cómo se sienten, aprender a mostrar sus desacuerdos sin levantar la voz, no discutir frente a otros, buscar ayuda a tiempo

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

2.4

Team Average

2.72

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

1

2

3

4

5

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.

1

2

3

4

5

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.

1

2

3

4

5

Problems are suppressed.

Problems are resolved by some dictating solutions.

Problems are resolved with appropriate, thorough communication.

4) Conflicts are appropriately expressed.

1

2

3

4

5

Conflicts are suppressed.

Some express conflict appropriately.

Addressing conflict appropriately is seen as positive.

PERIODIC ASSESSMENT OF TEAM HEALTH

Conflict Resolution (Continued)

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

1

Questions make people uncomfortable.

2

3

Some are perceived as welcoming of questions.

4

5

Others welcome my or anyone's questions.

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

Hablar, llegar al fondo del problema, entender el porqué

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

No tener miedo de decir lo que piensa o siente (se puede tener otra opinión), no buscar cambiar al otro, poner el fin común sobre el individual

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?

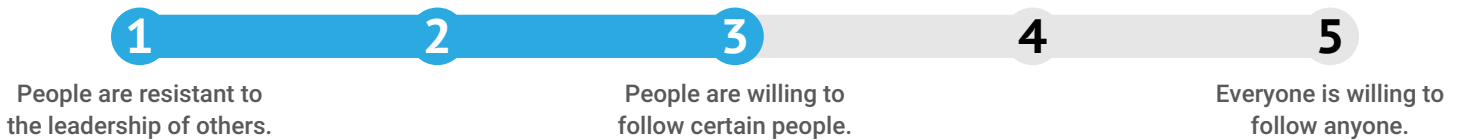
What maintenance items must we prioritize to stay healthy?

LEADERSHIP

Your Average
3.4

Team Average
3.28

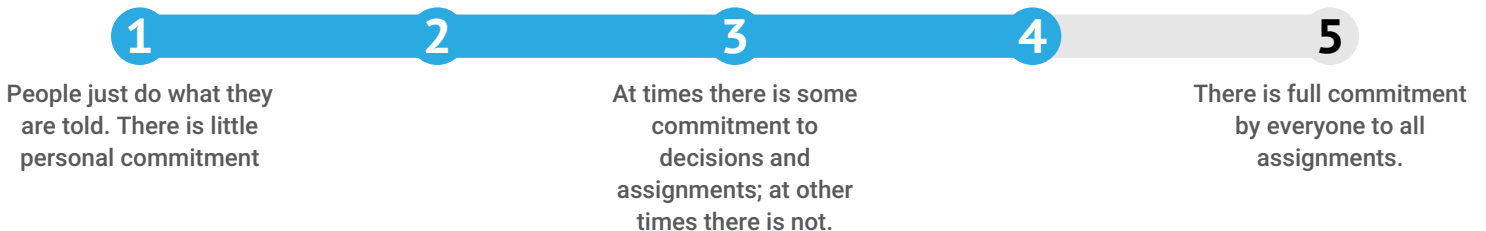
1) Are team members willing to follow someone else's leadership?



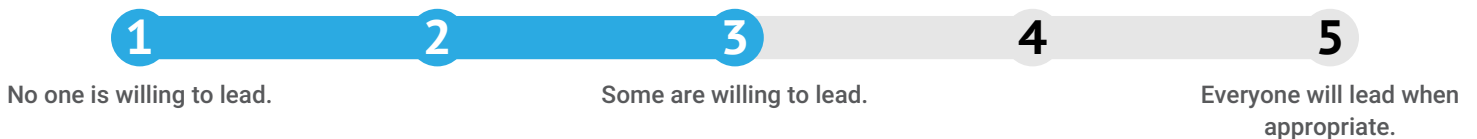
2) Describe your team's management atmosphere.



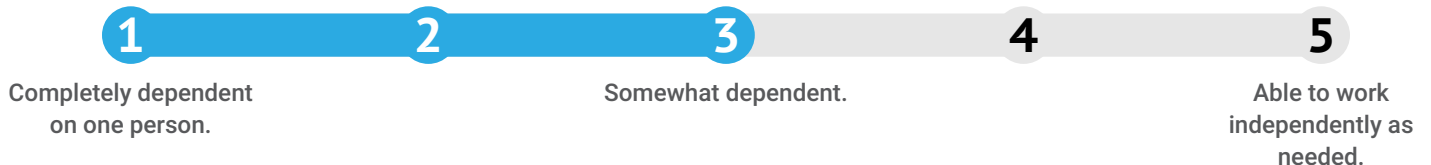
3) To what extent are people committed to accepting and implementing decisions and assignments?



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



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?

Enseñanza (mujeres, chicas jóvenes y adolescentes), edificación, consejería

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

Unidad. Visión. Organización. Integridad (no crear cohesiones con algunos, dejando fuera otros)

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

3.8

Team Average

3.25

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.

PERIODIC ASSESSMENT OF TEAM HEALTH

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?

Que a veces, se habla mucho, se decide poco, y otras veces se decide, pero no se hace eso sino otra cosa

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

Tener una agenda de necesidades, actividades, etc. ver cada punto, priorizar, decidir y poner en marcha.
Tomar nota de lo decidido

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

2.6

Team Average

2.98

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.

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

Me preocupa que algunos expresen lo que piensan fuera de una reunión y al reunirse se pide su opinión, no dicen nada y luego critican

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

La confianza se genera a partir del conocimiento, debemos fomentar la interacción del grupo de manera distendida y regular

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.