



PATH



The Periodic Assessment of Team Health

Team Report

03/01/2021

Lagos Team

Alice Coffee

Ben Coffee

Elizabeth Rover

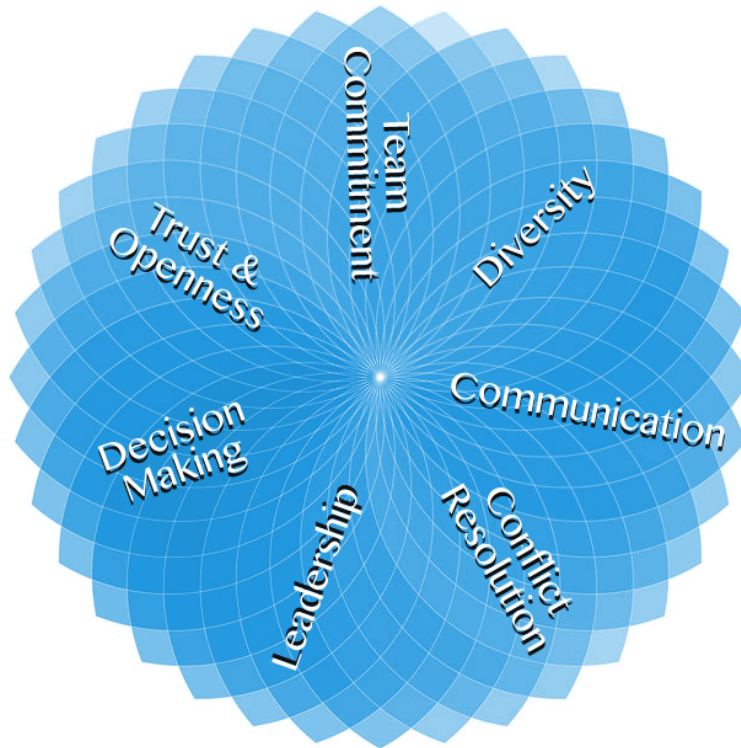
Josh Rover



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

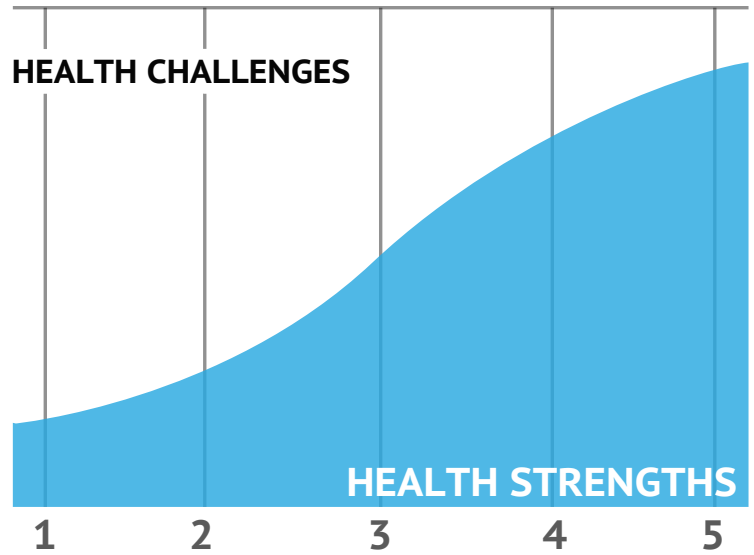
1. **TEAM COMMITMENT:** A team culture where members feel a strong commitment to the team.
2. **DIVERSITY:** A team culture that values diversity, which is measured in a number of different ways, most overtly in personality.
3. **COMMUNICATION:** A team culture where members have the ability to share,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

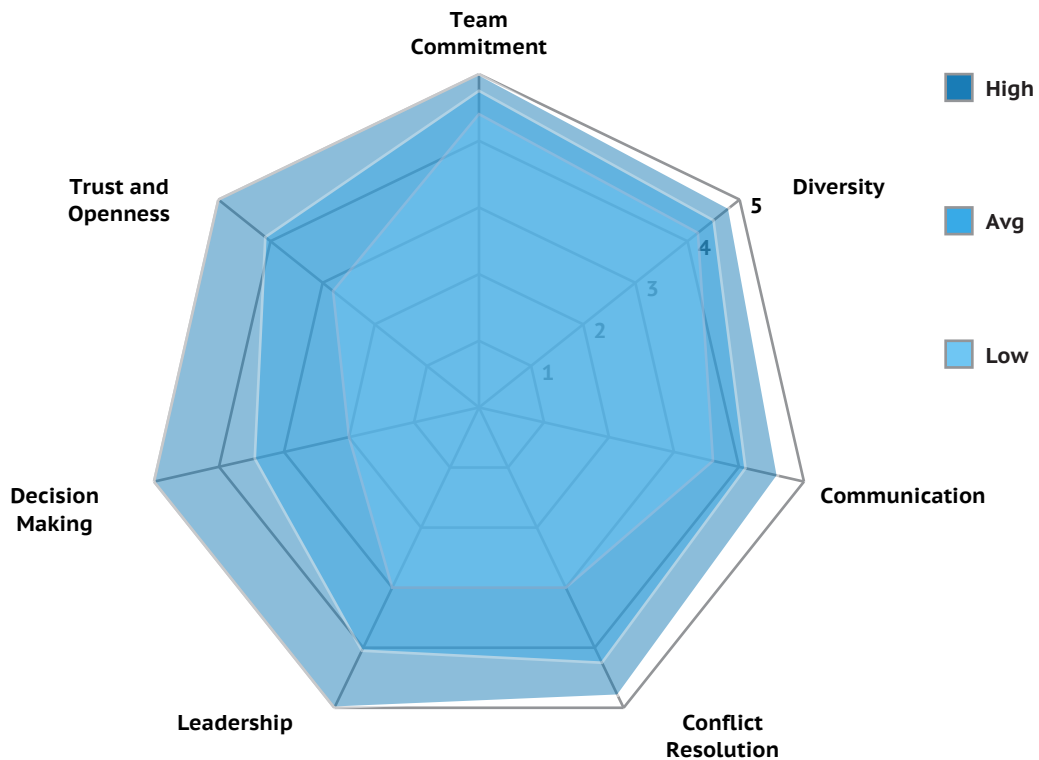
Domain Radar Chart

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.

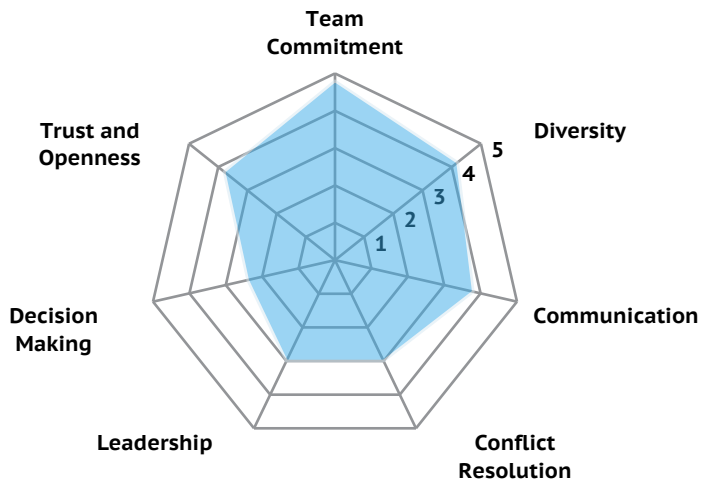


PERIODIC ASSESSMENT OF TEAM HEALTH

Team PATH Averages

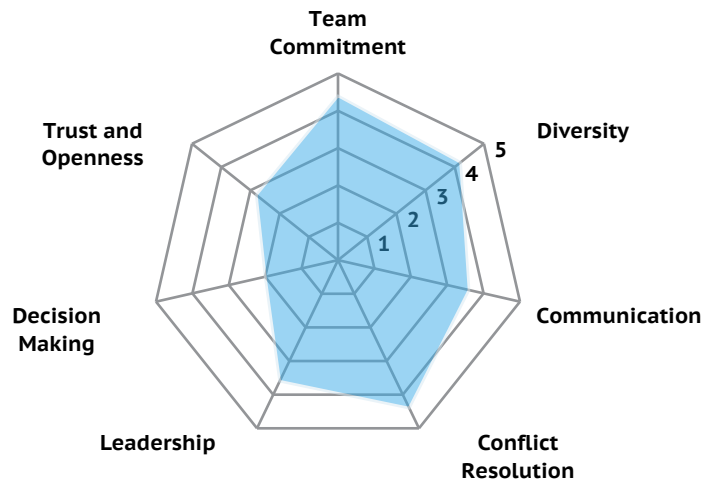
Alice Coffee

Overall Average 3.6



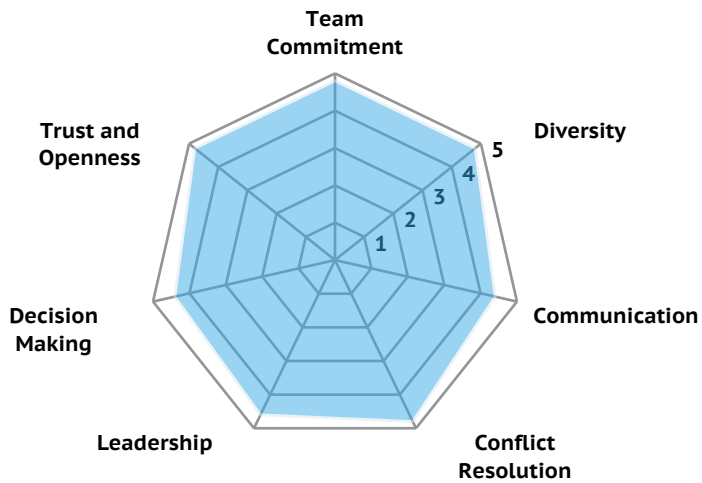
Ben Coffee

Overall Average 3.6



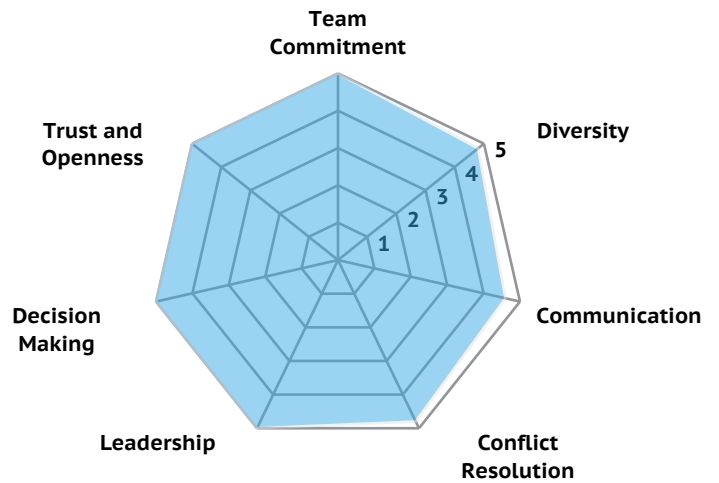
Elizabeth Rover

Overall Average 4.7



Josh Rover

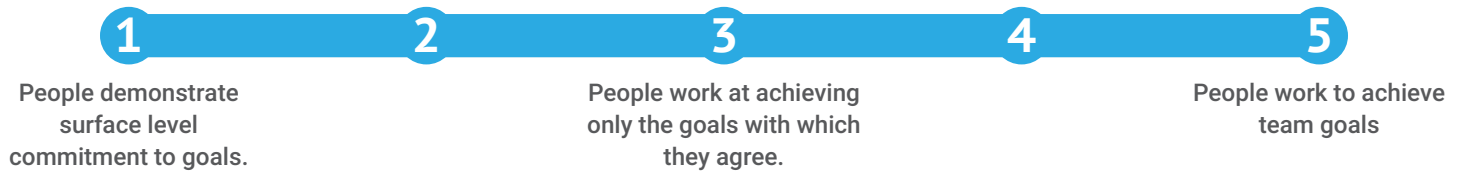
Overall Average 4.9



TEAM COMMITMENT

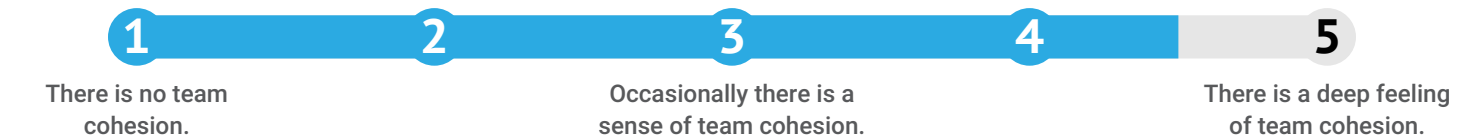
Alice Coffee	4.8	Ben Coffee	4.4	Team Average
Elizabeth Rover	4.8	Josh Rover	5.0	

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



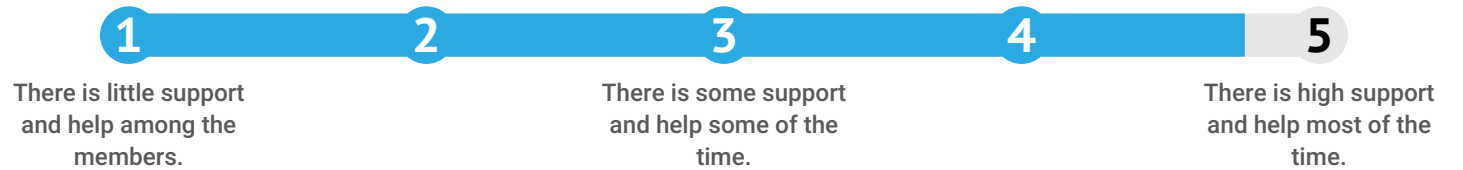
Alice Coffee	5	Ben Coffee	5	Elizabeth Rover	5	Josh Rover	5
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2) What is the level of team cohesion?



Alice Coffee	5	Ben Coffee	3	Elizabeth Rover	5	Josh Rover	5
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3) How emotionally supportive are the team members to one another?



Alice Coffee	4	Ben Coffee	5	Elizabeth Rover	5	Josh Rover	5
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4) Are people willing to take a risk and try new actions to make the team better?

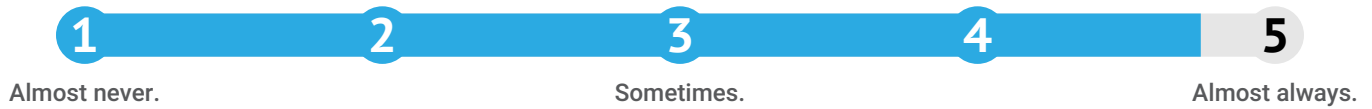


Alice Coffee	5	Ben Coffee	5	Elizabeth Rover	4	Josh Rover	5
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PERIODIC ASSESSMENT OF TEAM HEALTH

Team Commitment (Continued)

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



Alice Coffee 5 Ben Coffee 4 Elizabeth Rover 5 Josh Rover 5

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

Alice Coffee

Be more transparent and available

Ben Coffee

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

Elizabeth Rover

I feel fully committed

Josh Rover

I am 100% committed.

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

Alice Coffee

Have more fun together

Ben Coffee

More scheduled team meetings/get togethers

Elizabeth Rover

I feel that my whole team is fully committed

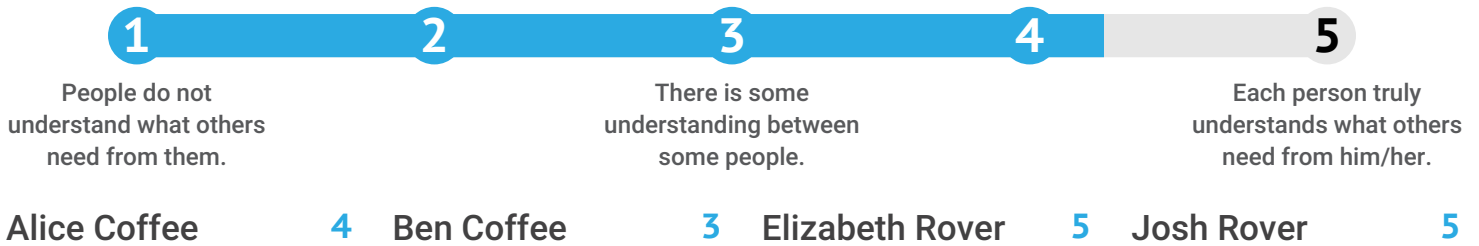
Josh Rover

My teammates are also 100% committed.

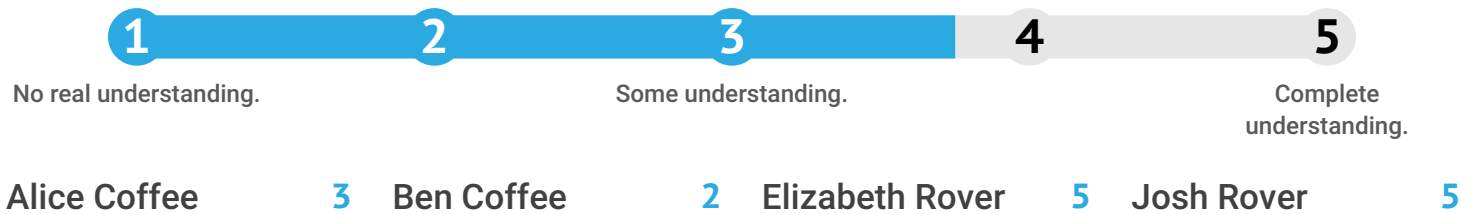
DIVERSITY

Alice Coffee	3.8	Ben Coffee	2.8	Team Average 4.10
Elizabeth Rover	4.8	Josh Rover	5.0	

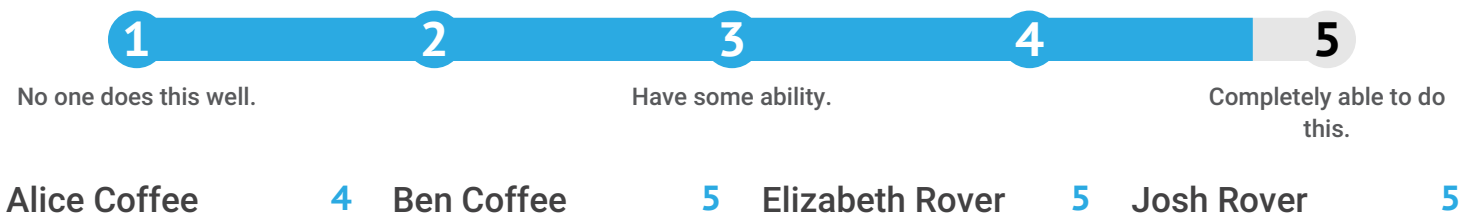
1) Each understands what others need from him/her to achieve common goals.



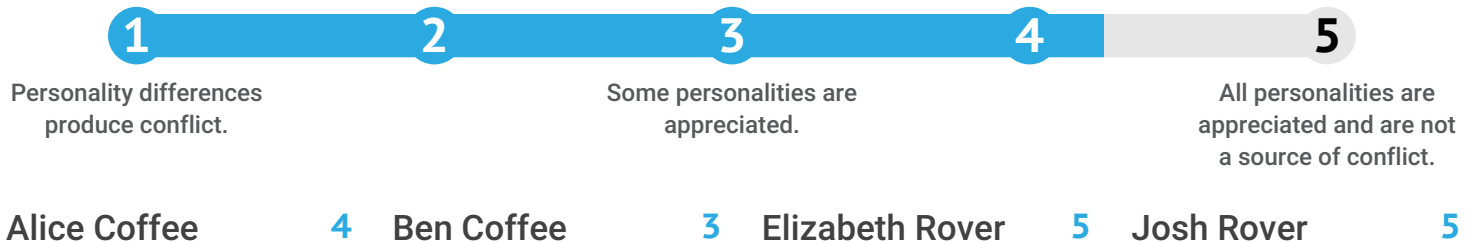
2) People understand how their work contributes to the goal of the total group.



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

2

3

4

5

There is little feeling of participation, being appreciated.

There is some feeling of participation, being appreciated.

People participate and are appreciated.

Alice Coffee

4

Ben Coffee

1

Elizabeth Rover

4

Josh Rover

5

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

Alice Coffee

Feeling like we are all valued

Ben Coffee

Making all members feel included

Elizabeth Rover

I think Ben and Josh have different strengths that lead them to different strategies.

Josh Rover

Maybe that we aren't super diverse due to only being 4 adults.

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

Alice Coffee

Being honest and open about struggles and triumphs

Ben Coffee

making all memberes included and heard

Elizabeth Rover

Figure out more ways where both set of strengths can be useful.

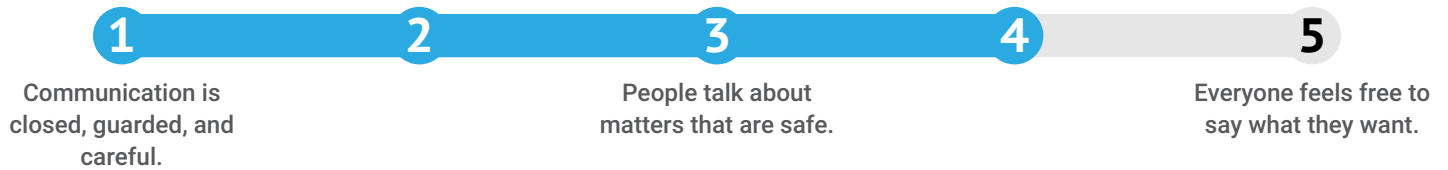
Josh Rover

I think just continuing what we are doing with everyone contributing with their gifts in their sphere of work.

COMMUNICATION

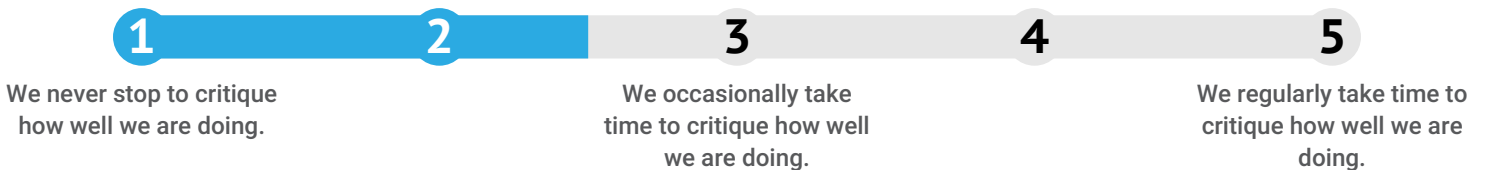
Alice Coffee	2.4	Ben Coffee	2.0	Team Average
Elizabeth Rover	4.4	Josh Rover	5.0	

1) Are communications in team meetings open and free?



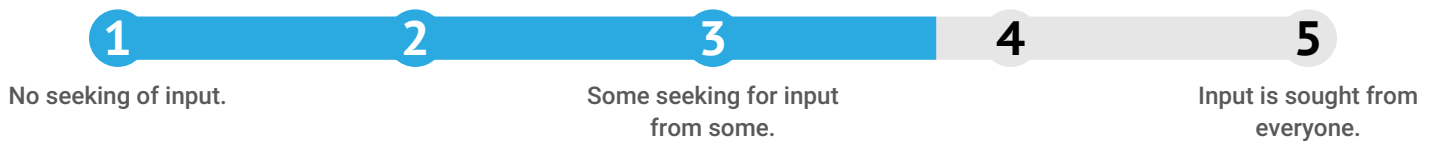
Alice Coffee	3	Ben Coffee	3	Elizabeth Rover	5	Josh Rover	5
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2) Does the team ever stop and critique how well they are working together?



Alice Coffee	2	Ben Coffee	1	Elizabeth Rover	2	Josh Rover	5
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3) Opinions of all team members are sought after for input.



Alice Coffee	3	Ben Coffee	2	Elizabeth Rover	5	Josh Rover	5
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4) The team's plans and future direction/vision are very clear to everyone.

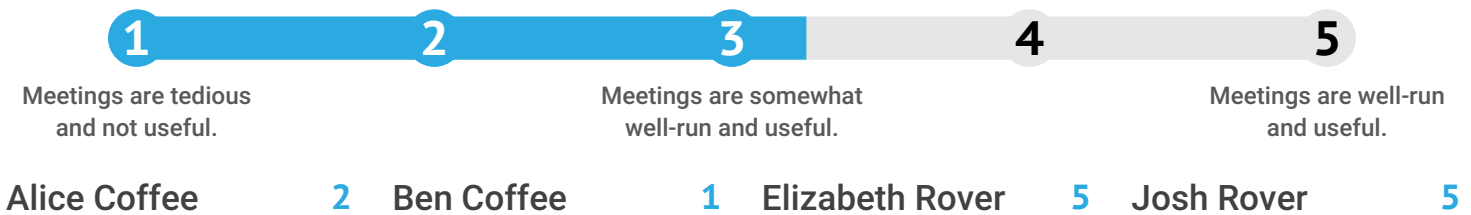


Alice Coffee	2	Ben Coffee	3	Elizabeth Rover	5	Josh Rover	5
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PERIODIC ASSESSMENT OF TEAM HEALTH

Communication (Continued)

5) Team meetings are well-run and useful.



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

Alice Coffee

We rarely have full team meetings

Ben Coffee

Confirming everyone understands decisions made

Elizabeth Rover

Discuss them decisions with Ben and Alice specifically instead of relyig on relayed information from Ben.

Josh Rover

Kinder, gentler words when offering critique or sharing frustration

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

Alice Coffee

Actually get together and communicate

Ben Coffee

Establishing routines that encourage communication

Elizabeth Rover

Meet on a more regular basis.

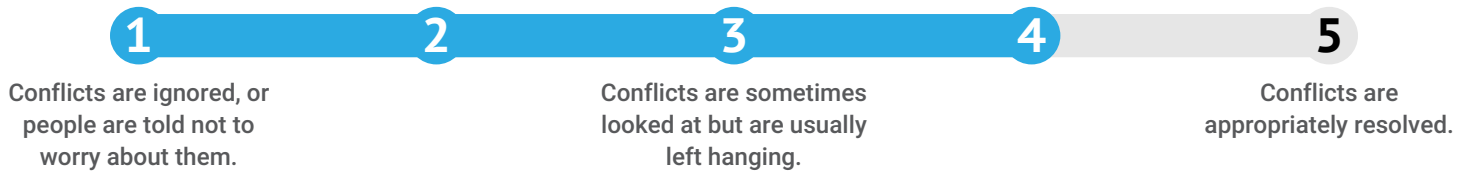
Josh Rover

Husbands continue to relay detailed info to their wives

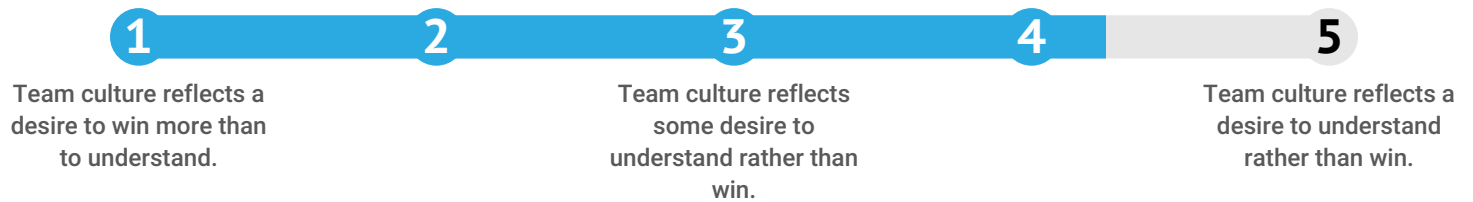
CONFLICT RESOLUTION

Alice Coffee	3.0	Ben Coffee	3.6	Team Average
Elizabeth Rover	4.6	Josh Rover	5.0	

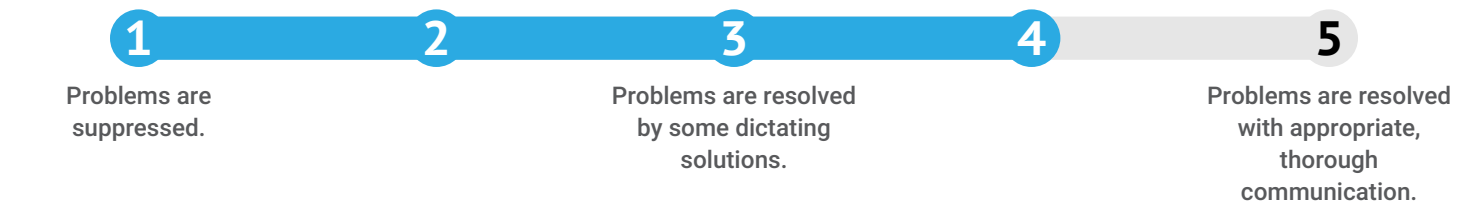
1) How are differences and conflicts handled on your team?



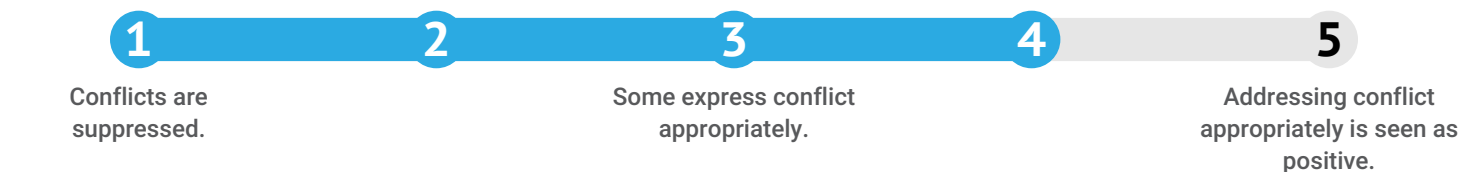
2) People seek to understand more than they seek to win.



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



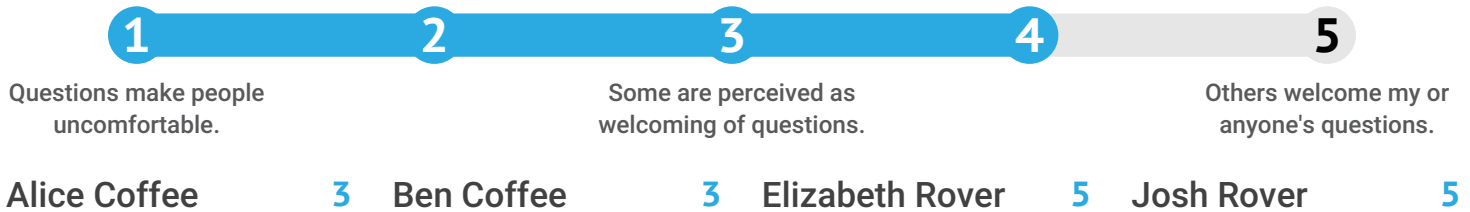
4) Conflicts are appropriately expressed.



PERIODIC ASSESSMENT OF TEAM HEALTH

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?

Alice Coffee

Actually having a conflict...

Ben Coffee

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

Elizabeth Rover

Speaking directly to team mates.

Josh Rover

Gentleness

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

Alice Coffee

Have a conflict...

Ben Coffee

See

Elizabeth Rover

Have pre-o

Josh Rover

Just continue to be open with one another

LEADERSHIP

Alice Coffee	3.0	Ben Coffee	4.4	Team Average 4.25
Elizabeth Rover	4.8	Josh Rover	4.8	

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



1: People are resistant to the leadership of others. 3: People are willing to follow certain people. 5: Everyone is willing to follow anyone.

Alice Coffee	3	Ben Coffee	4	Elizabeth Rover	5	Josh Rover	5
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2) Describe your team's management atmosphere.



1: Uncooperative 3: Somewhat Cooperative 5: Cooperative

Alice Coffee	3	Ben Coffee	4	Elizabeth Rover	5	Josh Rover	5
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3) To what extent are people committed to accepting and implementing decisions and assignments?



1: People just do what they are told. There is little personal commitment. 3: At times there is some commitment to decisions and assignments; at other times there is not. 5: There is full commitment by everyone to all assignments.

Alice Coffee	3	Ben Coffee	5	Elizabeth Rover	5	Josh Rover	4
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4) Team members are able to take on leadership roles when the situation requires it.



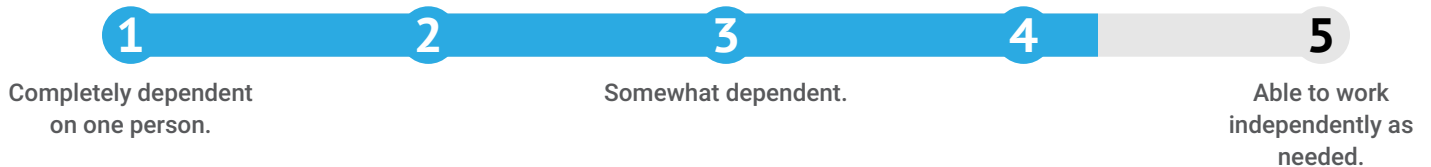
1: No one is willing to lead. 3: Some are willing to lead. 5: Everyone will lead when appropriate.

Alice Coffee	3	Ben Coffee	5	Elizabeth Rover	4	Josh Rover	5
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PERIODIC ASSESSMENT OF TEAM HEALTH

Leadership (Continued)

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



Alice Coffee 3 Ben Coffee 4 Elizabeth Rover 5 Josh Rover 5

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

Alice Coffee

In homeschool and cooking...

Ben Coffee

Any required

Elizabeth Rover

There are not any areas I need to take a lead in right now.

Josh Rover

Any area at all

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

Alice Coffee

I have no clue...

Ben Coffee

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

Elizabeth Rover

None.

Josh Rover

None

DECISION MAKING

Alice Coffee	3.8	Ben Coffee	3.6	Team Average
Elizabeth Rover	4.4	Josh Rover	4.6	

1) How does your team establish goals?



1
One person sets the goals for us.

3
We discuss goals, but one person makes the final decisions.

5
We all work together to arrive at our goals.

Alice Coffee	3	Ben Coffee	4	Elizabeth Rover	5	Josh Rover	5
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2) How broadly do people collaborate with each other?



1
Each person works independent of others.

3
There is some collaboration when people are pushed to it.

5
People are collaborative with others as needed.

Alice Coffee	3	Ben Coffee	3	Elizabeth Rover	5	Josh Rover	5
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3) What is your team's process for making decisions?



1
Decisions are made without discussion.

3
Decisions are made after some discussion.

5
Decisions are made after broad discussion.

Alice Coffee	3	Ben Coffee	4	Elizabeth Rover	4	Josh Rover	3
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4) Standards of quality and effectiveness have been set, are reasonable, and well understood by all.



1
We are not concerned with quality and effectiveness.

3
Sometimes we are concerned with quality and are effective.

5
The team has set standards, understands them, and implements with effectiveness.

Alice Coffee	5	Ben Coffee	3	Elizabeth Rover	4	Josh Rover	5
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PERIODIC ASSESSMENT OF TEAM HEALTH

Decision Making (Continued)

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.

Alice Coffee 5 Ben Coffee 4 Elizabeth Rover 4 Josh Rover 5

6) What part of your team process troubles you?

Alice Coffee

I am not really involved

Ben Coffee

Wives many times not involved in discussion or decision-making

Elizabeth Rover

Nothing bothers me at this time.

Josh Rover

I am happy with our team process; decisions are made with sufficient discussion

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

Alice Coffee

Our kids can get older so I can feel like I am more involved

Ben Coffee

Include all

Elizabeth Rover

Nothing at this time.

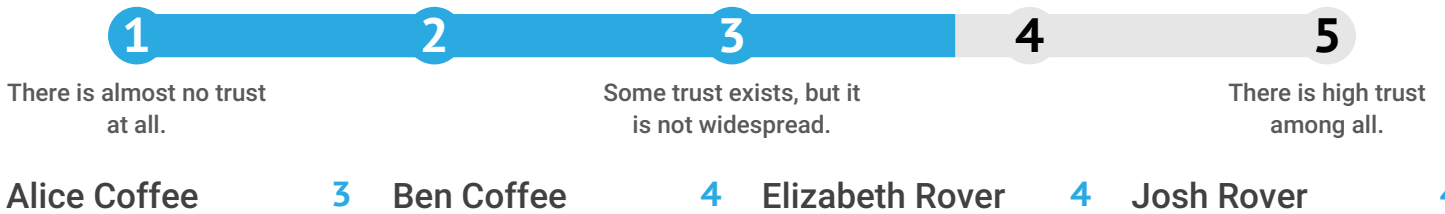
Josh Rover

Continue to seek counsel from the ladies

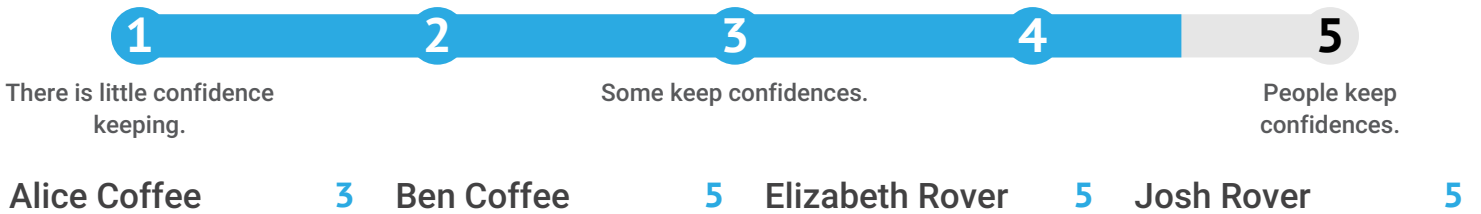
TRUST AND OPENNESS

Alice Coffee	4.2	Ben Coffee	4.2	Team Average 4.50
Elizabeth Rover	4.8	Josh Rover	4.8	

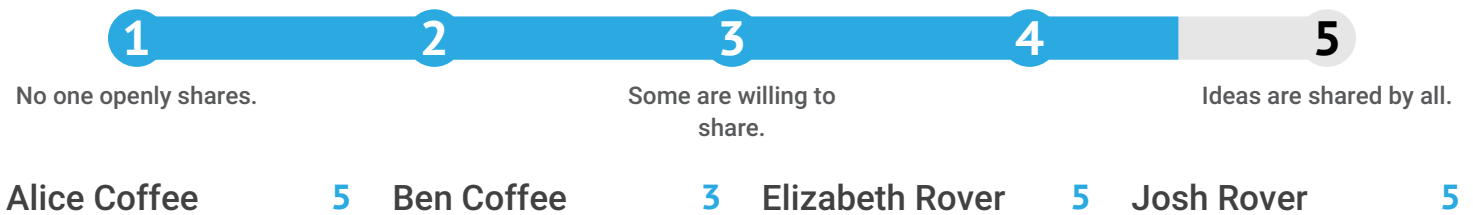
1) Do people trust each other to carry out assignments?



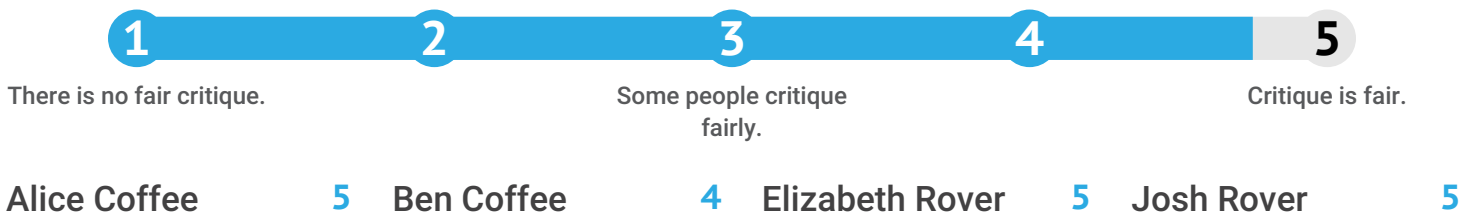
2) How much do people reveal trustworthiness by keeping confidences?



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



4) Does the team demonstrate fairness in giving critiques?



PERIODIC ASSESSMENT OF TEAM HEALTH

Trust and Openness (Continued)

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

1

No one has the best interest of others at heart.

2

3

Some have the best interest of others at heart.

4

5

Everyone has other's best interest of at heart.

Alice Coffee

5

Ben Coffee

5

Elizabeth Rover

5

Josh Rover

5

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

Alice Coffee

I trust Elizabeth immensely but there is very little communication as a full team

Ben Coffee

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

Elizabeth Rover

I trust them completely as confidants. In terms of work, I don't always "trust" that they will do something in the time they said they would do it.

Josh Rover

Ben sometimes putting Nigerians' preferences/requests first sometimes against specific requests (worker driving car; giving rides etc.)

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

Alice Coffee

I don't really have one. We are in a weird season right now

Ben Coffee

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

Elizabeth Rover

Do what you say you're going to do, when you are going to do it.

Josh Rover

Honoring requests of teammates first or at least always conferring with teammates if want to do something different than teammate's requests

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.