



PATH



The Periodic Assessment of Team Health

Team Report

03/01/2021

Mexico City Team

Hugo Ayala

Hector Cabeza

Paulina Fernandez

Enrique Fonseca

Alejandro Garcia

Mary Lewis

Jose Olmeda

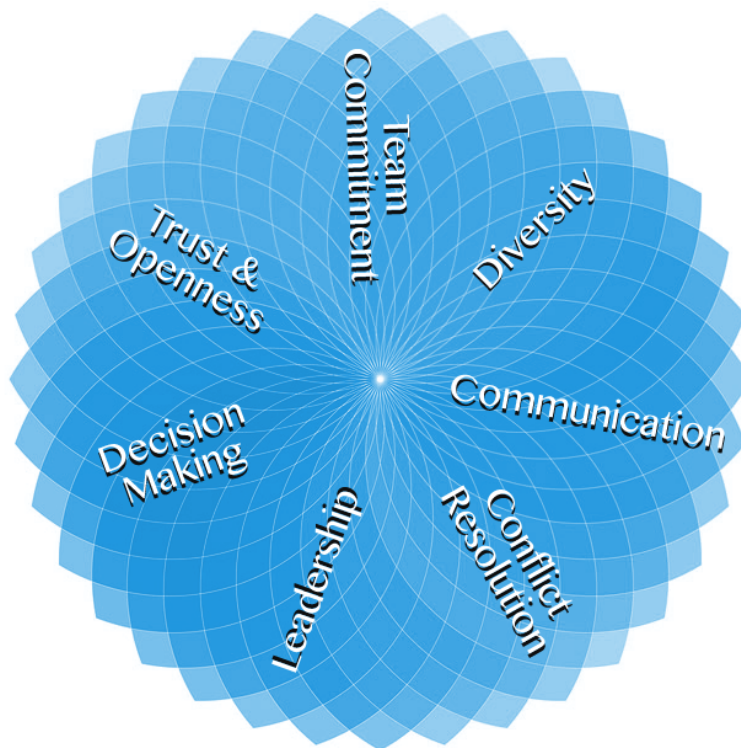
Marco Perez



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

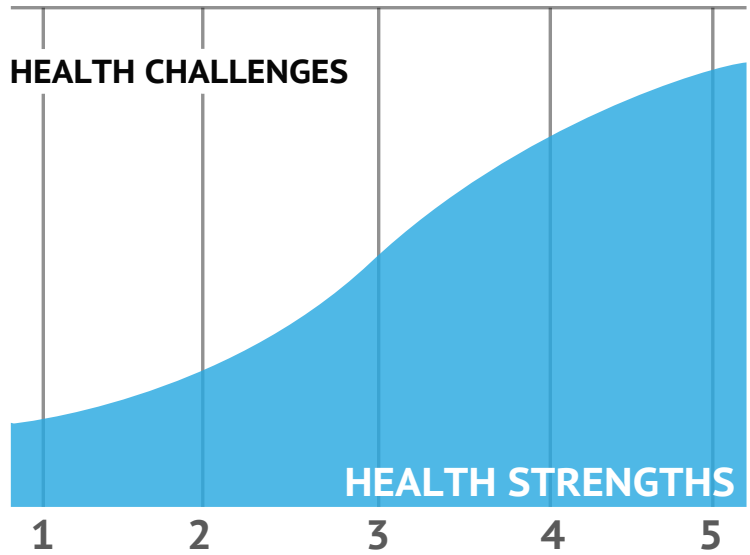
1. **TEAM COMMITMENT:** A team culture where members feel a strong commitment to the team.
2. **DIVERSITY:** A team culture that values diversity, which is measured in a number of different ways, most overtly in personality.
3. **COMMUNICATION:** A team culture where members have the ability to share,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

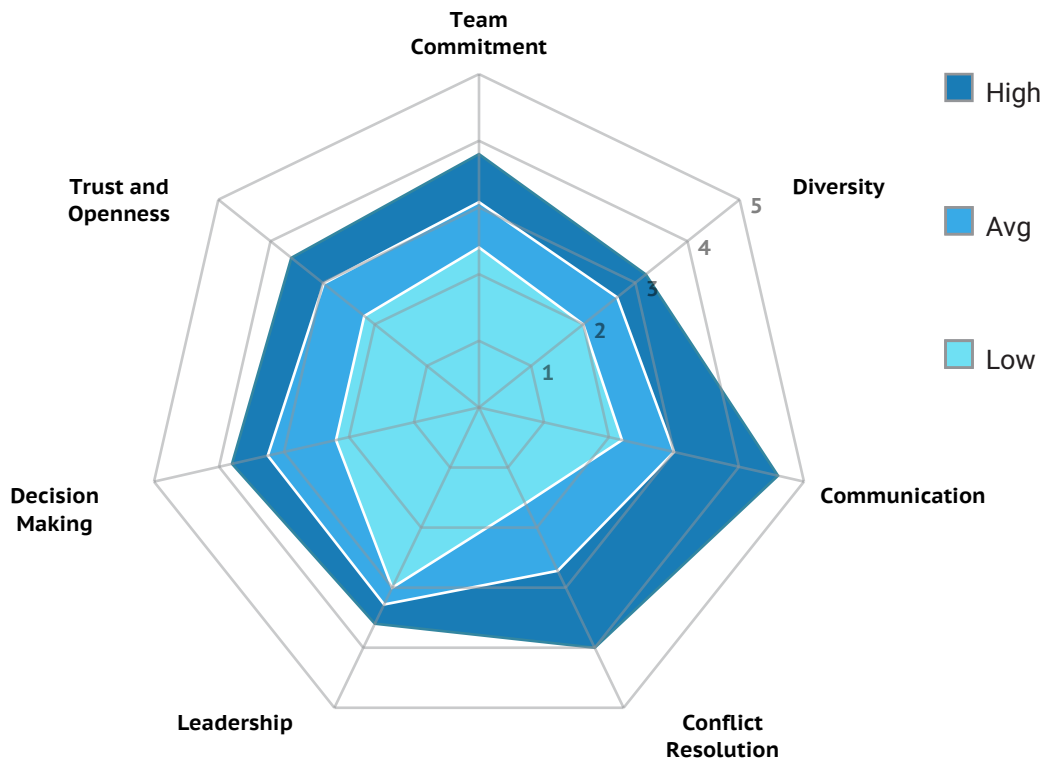
Domain Radar Chart

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.

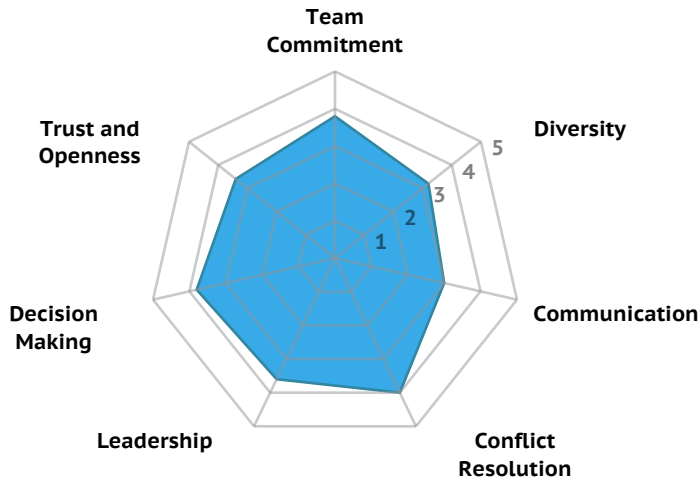


PERIODIC ASSESSMENT OF TEAM HEALTH

Team PATH Averages

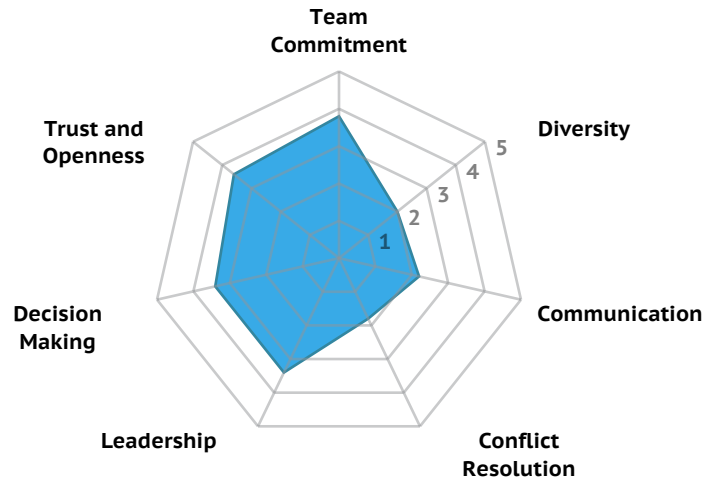
Hugo Ayala

Overall Average **3.5**



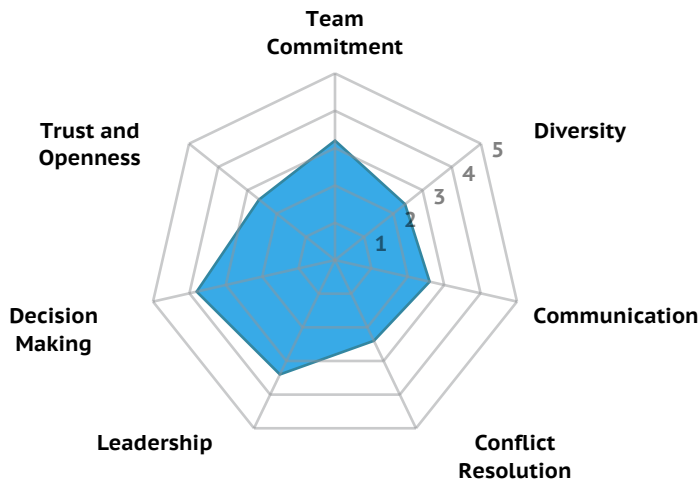
Hector Cabeza

Overall Average **2.9**



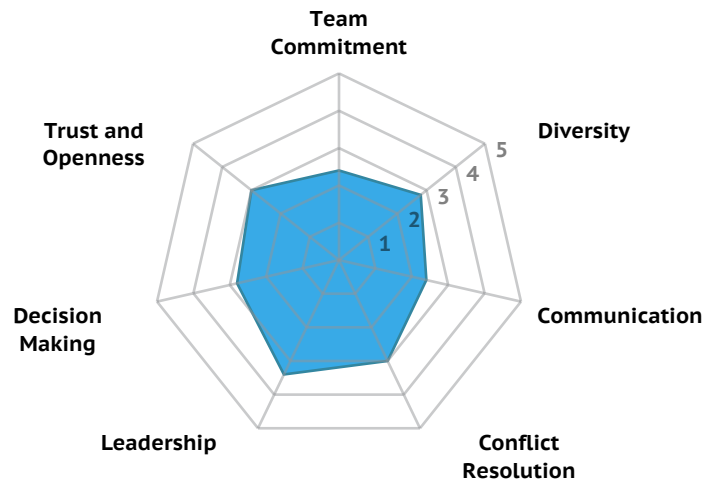
Paulina Fernandez

Overall Average **2.9**



Enrique Fonseca

Overall Average **2.8**

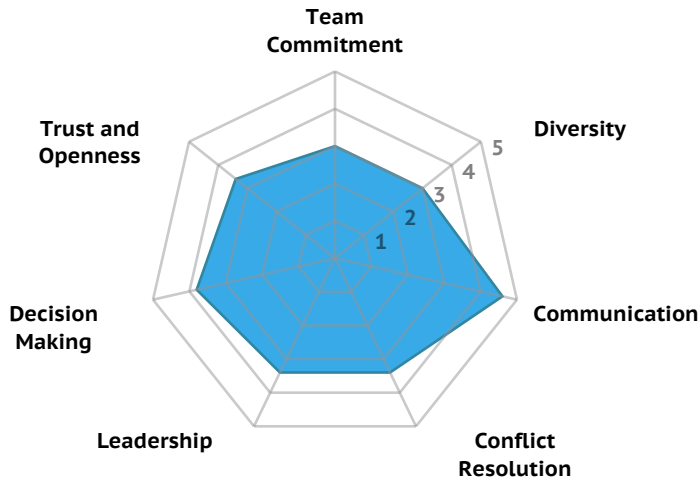


PERIODIC ASSESSMENT OF TEAM HEALTH

Team PATH Averages (Continued)

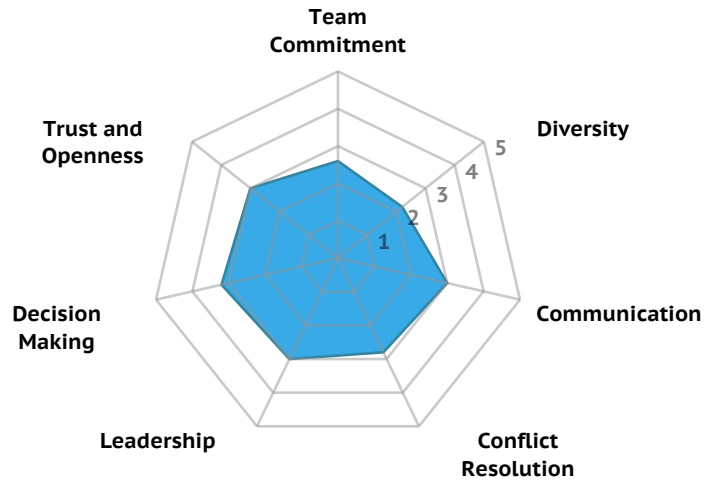
Alejandro Garcia

Overall Average **3.5**



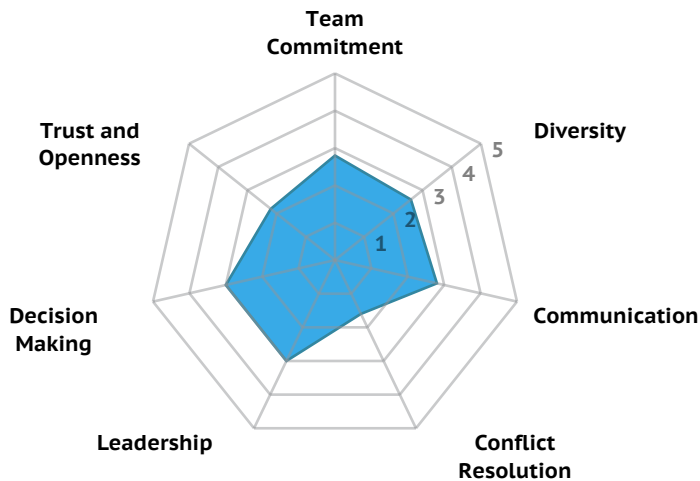
Mary Lewis

Overall Average **2.8**



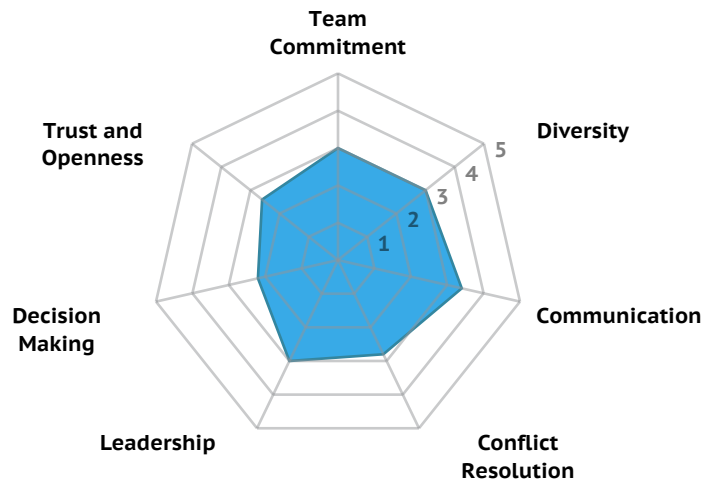
Jose Olmeda

Overall Average **2.6**



Marco Perez

Overall Average **2.9**



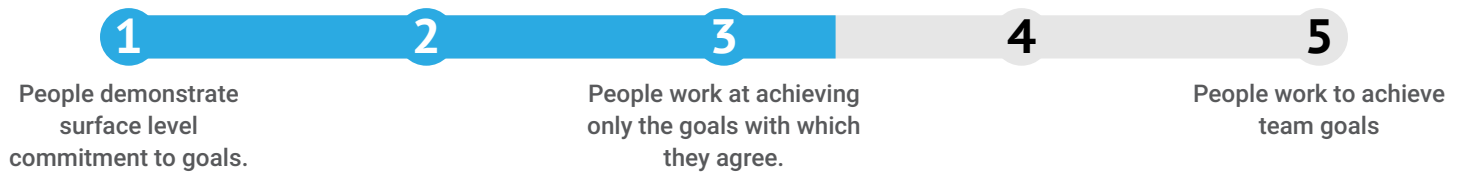
TEAM COMMITMENT

Team Average

3.08

Hugo Ayala	3.8	Hector Cabeza	3.8	Paulina Fernandez	3.2
Enrique Fonseca	2.4	Alejandro Garcia	3.0	Mary Lewis	2.6
Jose Olmeda	2.8	Marco Perez	3.0		

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



Hugo Ayala	4	Hector Cabeza	4	Paulina Fernandez	4
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	2
Jose Olmeda	2	Marco Perez	5		

2) What is the level of team cohesion?



Hugo Ayala	3	Hector Cabeza	2	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	3	Marco Perez	3		

PERIODIC ASSESSMENT OF TEAM HEALTH

Team Commitment (Continued)

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



1
There is little support and help among the members.

3
There is some support and help some of the time.

5
There is high support and help most of the time.

Hugo Ayala	4	Hector Cabeza	4	Paulina Fernandez	3
Enrique Fonseca	1	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	3	Marco Perez	1		

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



1
No one is willing to risk.

3
Some willingness to risk.

5
High willingness to risk.

Hugo Ayala	4	Hector Cabeza	4	Paulina Fernandez	2
Enrique Fonseca	2	Alejandro Garcia	3	Mary Lewis	2
Jose Olmeda	5	Marco Perez	3		

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



1
Almost never.

3
Sometimes.

5
Almost always.

Hugo Ayala	4	Hector Cabeza	5	Paulina Fernandez	4
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	1	Marco Perez	3		

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

Hugo Ayala

Ser más convocativo

Hector Cabeza

Comunicar mejor mis días disponibles para el equipo e iglesia

Paulina Fernandez

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

Enrique Fonseca

Tener en gran estima a cada uno de los miembros del equipo y construir relaciones sanas.

Alejandro Garcia

tomar una actitud de humildad buscando siempre agradar a DIOS

Mary Lewis

I need to plan ahead and make time commitments a priority.

Jose Olmeda

No Answer

Marco Perez

Necesitamos crear compromiso

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

Hugo Ayala

Reuniones más seguidas

Hector Cabeza

Clarificar nuestros procesos y deseo de realmente participar como equipo

Paulina Fernandez

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

Enrique Fonseca

Tomar decisiones juntos y estar en comunicación continua

Alejandro Garcia

AUMENTAR EL COMPAÑERISMO

Mary Lewis

Commit and support plans that are already made

Jose Olmeda

No Answer

Marco Perez

Más responsabilidad

DIVERSITY

Team Average

2.65

Hugo Ayala	3.2	Hector Cabeza	2.0	Paulina Fernandez	2.4
Enrique Fonseca	2.8	Alejandro Garcia	3.0	Mary Lewis	2.2
Jose Olmeda	2.6	Marco Perez	3.0		

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



1
People do not understand what others need from them.

3
There is some understanding between some people.

5
Each person truly understands what others need from him/her.

Hugo Ayala	3	Hector Cabeza	2	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	1	Marco Perez	3		

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



1
No real understanding.

3
Some understanding.

5
Complete understanding.

Hugo Ayala	3	Hector Cabeza	3	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	4	Marco Perez	3		

PERIODIC ASSESSMENT OF TEAM HEALTH

Diversity (Continued)

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.

Hugo Ayala	3	Hector Cabeza	2	Paulina Fernandez	2
Enrique Fonseca	4	Alejandro Garcia	3	Mary Lewis	2
Jose Olmeda	4	Marco Perez	3		

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.

Hugo Ayala	4	Hector Cabeza	1	Paulina Fernandez	1
Enrique Fonseca	2	Alejandro Garcia	3	Mary Lewis	1
Jose Olmeda	3	Marco Perez	3		

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.

Hugo Ayala	3	Hector Cabeza	2	Paulina Fernandez	3
Enrique Fonseca	2	Alejandro Garcia	3	Mary Lewis	2
Jose Olmeda	1	Marco Perez	3		

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

Hugo Ayala

A veces lograr entender ciertas posiciones.

Hector Cabeza

Diversidad no es tan apreciado

Paulina Fernandez

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

Enrique Fonseca

No les conozco a fondo

Alejandro Garcia

falta de comunicación

Mary Lewis

The feeling that some ministries are more important than others; personality conflicts within the ministry

Jose Olmeda

Falta de compromiso por parte de los miembros y no apreciar el trabajo que se realiza con amor

Marco Perez

El equipo no alcanzado su organización

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

Hugo Ayala

Aceptar las diferencias de opiniones

Hector Cabeza

Que definimos bien los roles y dejar que el encargado de ese ministerio realmente corre con esa tarea en ves de querer meternos.

Paulina Fernandez

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

Enrique Fonseca

Un mayor diálogo y compromiso por parte de cada uno de los miembros del equipo.

Alejandro Garcia

comunicación y compañerismo

Mary Lewis

A general understanding of personalities and how to work together.

Jose Olmeda

Un mayor diálogo y compromiso por parte de cada uno de los miembros del equipo.

Marco Perez

Ayudaría mucho la unión

COMMUNICATION

Team Average

3.00

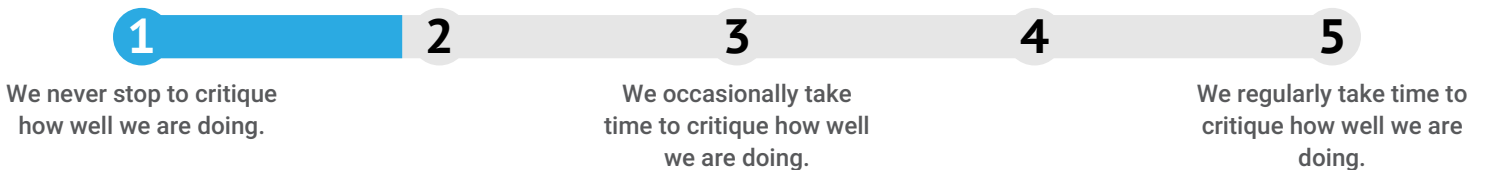
Hugo Ayala	3.0	Hector Cabeza	2.2	Paulina Fernandez	2.6
Enrique Fonseca	2.4	Alejandro Garcia	4.6	Mary Lewis	3.0
Jose Olmeda	2.8	Marco Perez	3.4		

1) Are communications in team meetings open and free?



Hugo Ayala	5	Hector Cabeza	4	Paulina Fernandez	2
Enrique Fonseca	4	Alejandro Garcia	5	Mary Lewis	3
Jose Olmeda	4	Marco Perez	5		

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

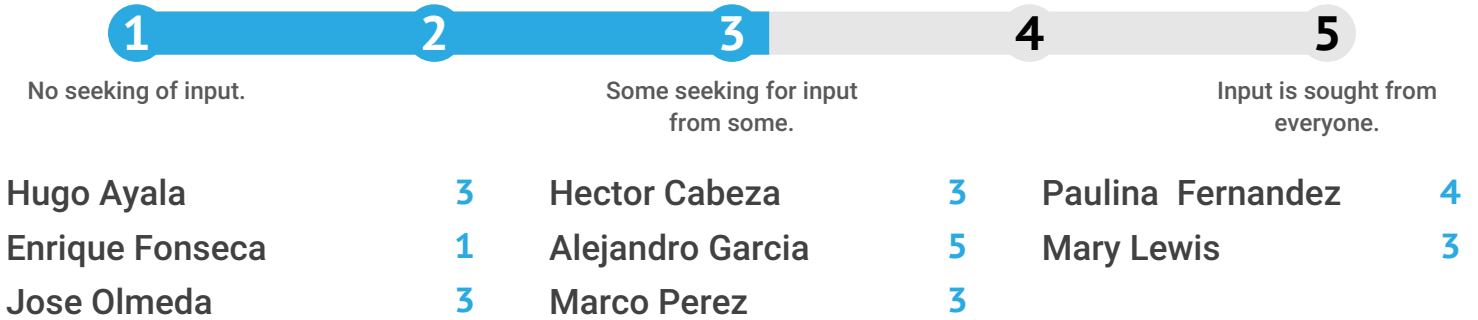


Hugo Ayala	2	Hector Cabeza	1	Paulina Fernandez	2
Enrique Fonseca	1	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	1	Marco Perez	2		

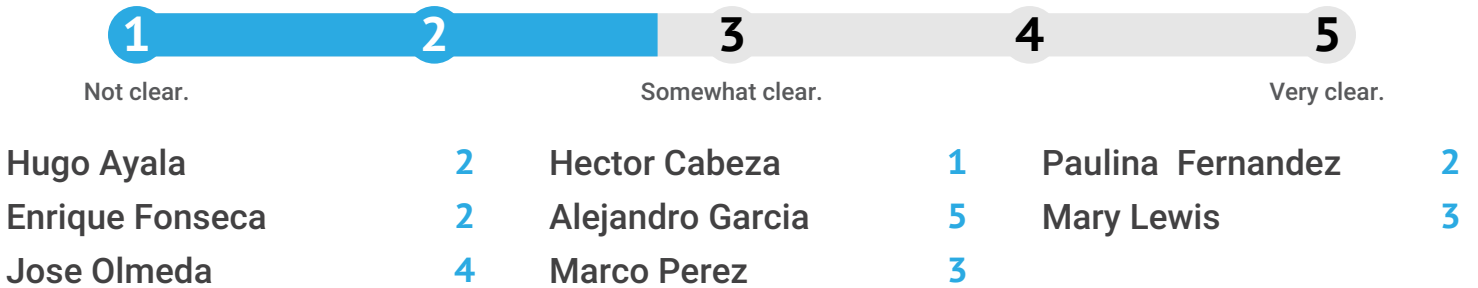
PERIODIC ASSESSMENT OF TEAM HEALTH

Communication (Continued)

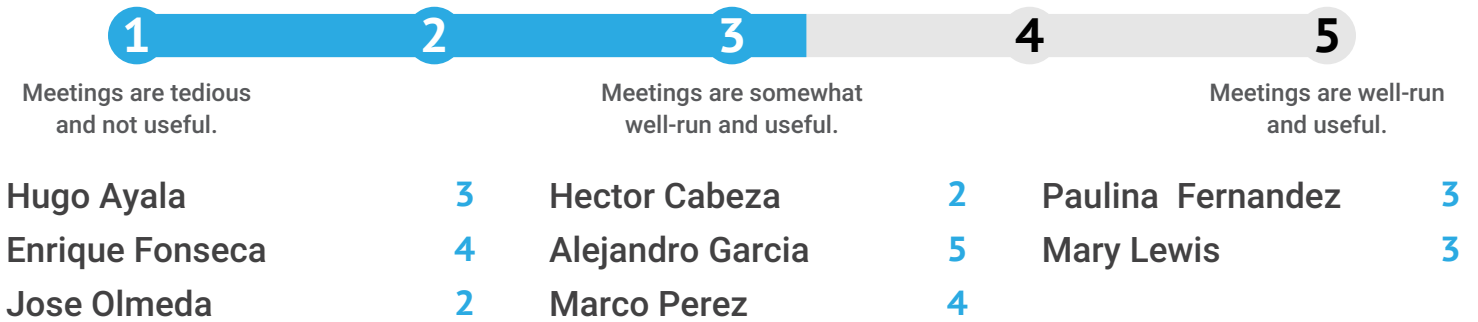
3) Opinions of all team members are sought after for input.



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?

Hugo Ayala

Tomar tiempo para escuchar

Hector Cabeza

Yo necesito aclarar bien con el equipo lo que son mis limites de apoyo debido a mi trabajo

Paulina Fernandez

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

Enrique Fonseca

Escuchar activamente y ponerme en el lugar del otro.

Alejandro Garcia

hablar con sinceridad y cautela

Mary Lewis

Proactive communication rather than staying with the status quo

Jose Olmeda

Resolución de conflictos y negociación

Marco Perez

Entrar al equipo

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

Hugo Ayala

Asegurarse q

Hector Cabeza

Tenemos que reunir de manera regular como hemos propuesto hacer cada primer sabado.
Debemos tener una agenda tambien que todos pueden ver.

Paulina Fernandez

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

Enrique Fonseca

Aprender a solucionar los conflictos de manera sana.

Alejandro Garcia

hacer sentir a los demás que sus sugerencias serán tomadas en cuenta

Mary Lewis

Periodic team meetings - not just men's meetings - for fellowship, prayer and planning

Jose Olmeda

Que se comprometan todos a reunirse y diagnosticar el avance que se tiene para continuar con el
trabajo

Marco Perez

Dialogar todos

CONFLICT RESOLUTION

Team Average

2.72

Hugo Ayala	4.0	Hector Cabeza	1.8	Paulina Fernandez	2.4
Enrique Fonseca	3.0	Alejandro Garcia	3.4	Mary Lewis	2.8
Jose Olmeda	1.6	Marco Perez	2.8		

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.

Hugo Ayala	4	Hector Cabeza	2	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	5	Mary Lewis	3
Jose Olmeda	1	Marco Perez	3		

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.

Hugo Ayala	4	Hector Cabeza	2	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	1	Marco Perez	3		

PERIODIC ASSESSMENT OF TEAM HEALTH

Conflict Resolution (Continued)

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



1
Problems are suppressed.

3
Problems are resolved by some dictating solutions.

5
Problems are resolved with appropriate, thorough communication.

Hugo Ayala	5	Hector Cabeza	3	Paulina Fernandez	2
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	2
Jose Olmeda	2	Marco Perez	3		

4) Conflicts are appropriately expressed.



1
Conflicts are suppressed.

3
Some express conflict appropriately.

5
Addressing conflict appropriately is seen as positive.

Hugo Ayala	5	Hector Cabeza	1	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	3	Marco Perez	3		

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



1
Questions make people uncomfortable.

3
Some are perceived as welcoming of questions.

5
Others welcome my or anyone's questions.

Hugo Ayala	2	Hector Cabeza	1	Paulina Fernandez	1
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	1	Marco Perez	2		

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

Hugo Ayala

Ponerme en los zapatos del otro

Hector Cabeza

Ser mejor mediador y tambien decir mis reservas o criticas positivas de manera constructiva.

Paulina Fernandez

Hablar, llegar al fondo del problema, entender el porqué

Enrique Fonseca

Concentrarme en la meta en común que es el servicio al Señor y mantener un diálogo amable.

Alejandro Garcia

hablar de manera sabia y pacifica

Mary Lewis

Go to the person directly.

Jose Olmeda

Adquirir una correcta escucha activa que permita la empatía en comunidad

Marco Perez

Primero tener confianza entre todos los miembros

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

Hugo Ayala

Más compromiso y más diálogo

Hector Cabeza

Hay una resistencia a conflicto, y se lo reprimen hasta que uno o ambos hermanos (as) estan listos dejar por vencido.

Paulina Fernandez

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

Enrique Fonseca

Definir el problema con claridad y buscar la solución y no ignorarlo

Alejandro Garcia

sinceridad para con todos

Mary Lewis

A sense of confronting conflict in a healthy way, rather than just quitting

Jose Olmeda

Que aprendan a recibir comentarios de los demás sin enojarse y resolver los problemas de forma apropiada

Marco Perez

Ser más comunicativos

LEADERSHIP

Team Average

3.28

Hugo Ayala	3.6	Hector Cabeza	3.4	Paulina Fernandez	3.4
Enrique Fonseca	3.4	Alejandro Garcia	3.4	Mary Lewis	3.0
Jose Olmeda	3.0	Marco Perez	3.0		

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.

Hugo Ayala	4	Hector Cabeza	4	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	4	Marco Perez	3		

2) Describe your team’s management atmosphere.



1
Uncooperative

3
Somewhat Cooperative

5
Cooperative

Hugo Ayala	4	Hector Cabeza	2	Paulina Fernandez	4
Enrique Fonseca	4	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	2	Marco Perez	3		

PERIODIC ASSESSMENT OF TEAM HEALTH

Leadership (Continued)

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.

Hugo Ayala	4	Hector Cabeza	4	Paulina Fernandez	4
Enrique Fonseca	2	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	3	Marco Perez	3		

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.

Hugo Ayala	4	Hector Cabeza	4	Paulina Fernandez	3
Enrique Fonseca	4	Alejandro Garcia	5	Mary Lewis	3
Jose Olmeda	3	Marco Perez	3		

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



1
Completely dependent on one person.

3
Somewhat dependent.

5
Able to work independently as needed.

Hugo Ayala	2	Hector Cabeza	3	Paulina Fernandez	3
Enrique Fonseca	4	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	3	Marco Perez	3		

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

Hugo Ayala

En las que sea necesario

Hector Cabeza

Yo estoy dispuesto de organizar los estudios dominicales o grupos, y/o predicaciones, 2) Organizar la alabanza, y 3) Apoyar en otras areas

Paulina Fernandez

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

Enrique Fonseca

Finanzas

Alejandro Garcia

dentro de poco tiempo como anciano

Mary Lewis

Children's ministry; feeling like I might need to pass leadership on at some point

Jose Olmeda

Cuando no exista alguien a cargo del trabajo

Marco Perez

En el área que sea

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

Hugo Ayala

El compromiso de trabajo

Hector Cabeza

De organizacion / Orientacion de parte de los pastores / Expectativas para miembros

Paulina Fernandez

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

Enrique Fonseca

Comunicación, la confianza entre los miembros del equipo. 26

Alejandro Garcia

unidad y compañerismo

Mary Lewis

How can people lead without making others feel suppressed? How can others give ideas in a healthy way without making leaders feel defensive?

Jose Olmeda

Sean independientes al ejercer su trabajo sin esperar a que se les recuerde su trabajo siendo cooperativos cada momento

Marco Perez

Todos

DECISION MAKING

Team Average

3.25

Hugo Ayala	3.8	Hector Cabeza	3.4	Paulina Fernandez	3.8
Enrique Fonseca	2.8	Alejandro Garcia	3.8	Mary Lewis	3.2
Jose Olmeda	3.0	Marco Perez	2.2		

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.

Hugo Ayala	5	Hector Cabeza	4	Paulina Fernandez	4
Enrique Fonseca	2	Alejandro Garcia	5	Mary Lewis	4
Jose Olmeda	3	Marco Perez	4		

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.

Hugo Ayala	4	Hector Cabeza	5	Paulina Fernandez	5
Enrique Fonseca	4	Alejandro Garcia	5	Mary Lewis	3
Jose Olmeda	2	Marco Perez	2		

PERIODIC ASSESSMENT OF TEAM HEALTH

Decision Making (Continued)

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.

Hugo Ayala	5	Hector Cabeza	4	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	4	Marco Perez	1		

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.

Hugo Ayala	2	Hector Cabeza	1	Paulina Fernandez	3
Enrique Fonseca	2	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	4	Marco Perez	2		

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



1
Nothing is prioritized.

3
Sometimes we think about priorities.

5
We prioritize and rethink our priorities.

Hugo Ayala	3	Hector Cabeza	3	Paulina Fernandez	4
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	2	Marco Perez	2		

6) What part of your team process troubles you?

Hugo Ayala

La falta de reuniones periódicas

Hector Cabeza

Soy siervo (diacono) y tengo una voz entre los hombres cuando tenemos reunion de hombres.

Paulina Fernandez

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

Enrique Fonseca

El enfoque de la toma de decisiones y el plan de acción para llegar a la meta. 29

Alejandro Garcia

la unidad

Mary Lewis

Decision making seems so compartmentalized.

Jose Olmeda

Se necesita priorizar las cosas que son realmente importantes y colaborar todos

Marco Perez

No hay mucho compromiso

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

Hugo Ayala

Evaluar efectivamente cada propuestas.

Hector Cabeza

Que demos prioridad a las decisiones de acuerdo a los sectores de liderazgo (ancianos, ancianos con siervos, reunion de varones, reunion de toda la iglesia

Paulina Fernandez

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

Enrique Fonseca

Se debe establecer una comunicación franca y clara.

Alejandro Garcia

hacer todo para la gloria de Dios

Mary Lewis

More frequent feedback, support for decisions/calendar items already planned

Jose Olmeda

Más comunicación entre todos los miembros del equipo y compromiso

Marco Perez

Unirse en el diálogo

TRUST AND OPENNESS

Team Average

2.98

Hugo Ayala	3.4	Hector Cabeza	3.6	Paulina Fernandez	2.6
Enrique Fonseca	3.0	Alejandro Garcia	3.4	Mary Lewis	3.0
Jose Olmeda	2.2	Marco Perez	2.6		

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.

Hugo Ayala	5	Hector Cabeza	1	Paulina Fernandez	3
Enrique Fonseca	3	Alejandro Garcia	5	Mary Lewis	3
Jose Olmeda	3	Marco Perez	2		

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



There is little confidence keeping.

Some keep confidences.

People keep confidences.

Hugo Ayala	1	Hector Cabeza	3	Paulina Fernandez	2
Enrique Fonseca	2	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	1	Marco Perez	3		

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



No one openly shares.

Some are willing to share.

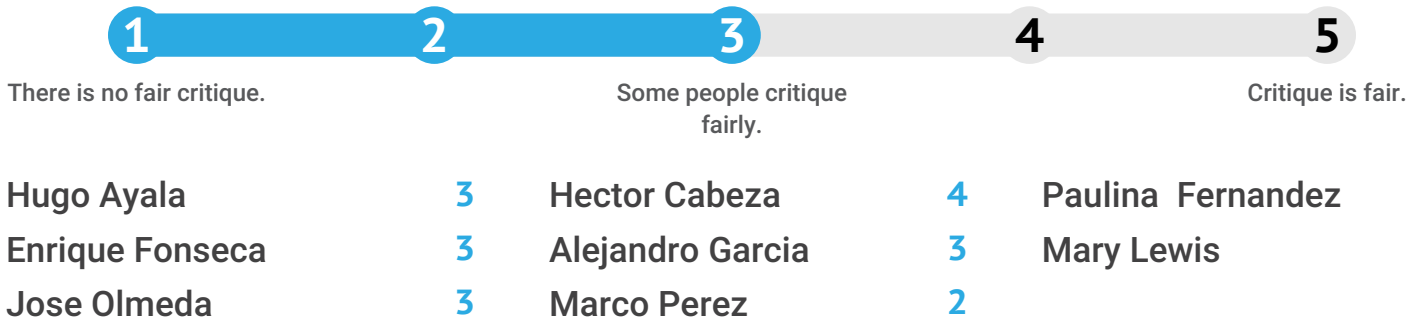
Ideas are shared by all.

Hugo Ayala	4	Hector Cabeza	5	Paulina Fernandez	2
Enrique Fonseca	3	Alejandro Garcia	3	Mary Lewis	3
Jose Olmeda	2	Marco Perez	3		

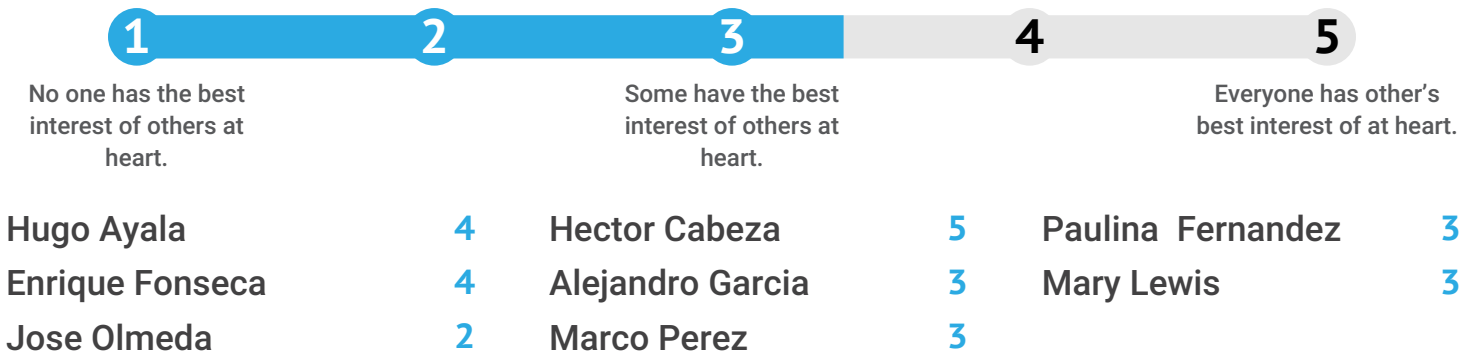
PERIODIC ASSESSMENT OF TEAM HEALTH

Trust and Openness (Continued)

4) Does the team demonstrate fairness in giving critiques?



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



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

Hugo Ayala

Algunos no pueden guardar información sensible

Hector Cabeza

Yo confio plenamente en este equipo

Paulina Fernandez

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

Enrique Fonseca

La falta de empatía y comunicación sincera.

Alejandro Garcia

falta de confidencialidad

Mary Lewis

Lack of knowledge/understanding about each other

Jose Olmeda

No existe un buen nivel de confidencialidad

Marco Perez

Falta de seriedad y lealtad

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

Hugo Ayala

Que aprendan a guardar silencio en temas que se hablan confidencialmente.

Hector Cabeza

Que seamos menos criticos y mas listos de edificar.

Paulina Fernandez

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

Enrique Fonseca

Sería conveniente conocernos mejor entre todos.

Alejandro Garcia

dejar de pensar que soy perfectos

Mary Lewis

Helping the team to assign positive motives to people's actions/words

Jose Olmeda

Conocerse mas entre los miembros del equipos

Marco Perez

La comunicación y la lealtad

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.