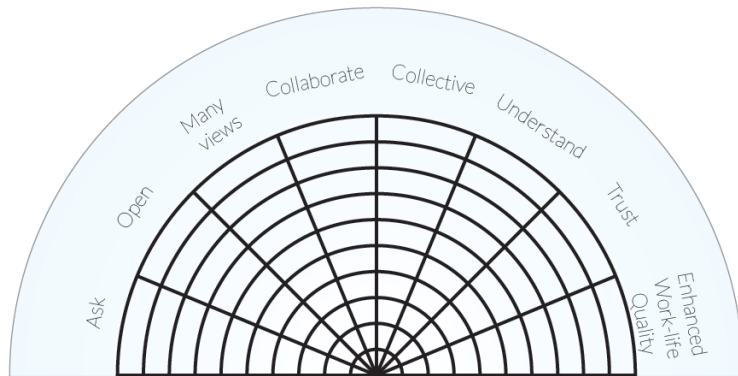


Exploring Team Performance - LEARNING DYNAMIC

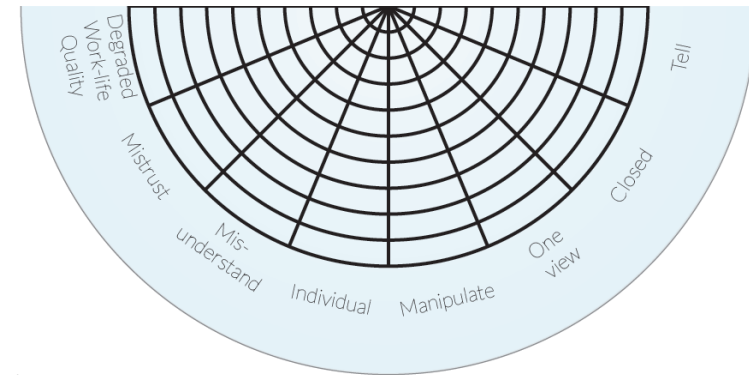
Score the following statements in terms of your experience of the Team. How strongly do you agree with the following? Where 1 = Not at all and 7 = Strongly Agree		
Ask	I commonly hear members of the team testing their own assumptions and inferences as well as those of others	
Open	Members of the team around here are happy to share relevant information, not keeping it private	
Many views	When a team member expresses a different view or position, his or her reasoning is explored in a curious way, e.g. I wonder why you have that view?	
Collaborate	It is common that members of the team explore and design different approaches jointly rather than individually	
Collective	I see it all the time; members of the team want to hear the view of others, even those issues that may be seen elsewhere as 'undiscussable', such as the 'elephant in the room'	
Understand	It is uncommon to see misunderstandings, unproductive conflict and defensiveness in the team	
Trust	There is quite a high level of trust across the team	
Enhanced work-life quality	Over time, I have seen the quality of working life improve	
SUM of above values		
A = Average = SUM / 8		



Group Dynamics: Shade each of the segments with your individual scores

Exploring Team Performance - CONTROL DYNAMIC

Score the following statements in terms of your experience of the Team. How strongly do you agree with the following? Where 1 = Not at all and 7 = Strongly Agree		
Tell	I commonly hear members of the team telling others what decision should be made or course of action should be taken	
Closed	When a team member is advocating their position, they do not share their reasoning	
One view	When a team member expresses a different view or position, their reasoning is not explored or asked for	
Manipulate	It is common that members of the team wanting to influence others do so by 'easing in'.	
Individual	I see it all the time; members of the team don't want to hear another's view in case they find theirs is not the best	
Misunderstand	It is common to see misunderstandings, unproductive conflict and defensiveness in the team	
Mistrust	There is quite a high level of mistrust across the team	
Degraded work-life quality	Over time, I have seen the quality of working life decline	
SUM of above values		
B = Average = SUM / 8		



Group Dynamics: Shade each of the segments with your individual scores

Group Dynamic

Ranges from +6 to -6

Instructions

Step 1	Send (email or print) this document to all members of the group you wish to support.
Step 2	At the end of each week, ask each member to score the 16 questions. If you enter the scores into the PDF, the calculations are performed for each person automatically.
Step 3	Take note of the Group Dynamic Score (see bottom centre of page). If manually calculating, just subtract value B from A.
Step 4	Record the Group Dynamic Score using an anonymized process for each group member and track how these scores change each time you gather the results. This is best displayed if you have a chart where the horizontal axis is the week number and the vertical axis is the Group Dynamic (GD) Score. This version of the report will produce a GD score ranging from +6 to -6. The more positive the result, the more Learning Behaviours are in play and likely represents an Innovative environment. The more negative the result, the more Controlling Behaviours are in play and likely represents an environment that may lack innovative behaviours. Innovative behaviours enhance our ability to adapt and change as the context changes and evolves.
Step 5	If you would like support in diagnosing challenging Group Dynamics, make sure the detailed scores (all 16 questions) for all members are kept in a safe place. When you are ready to explore, feel free to contact rod.Willis@assentire.net and he will explain how you can take the diagnosis further.
Online Option	
Step 1.	If you would like an easier way of gathering anonymized data, we can provide an online version using the same questions. You will also have access to a Real-Time online report if you take this path.
Step 2.	Diagnosis of larger quantities of data is much easier using this approach.
Step 3.	If you are using this tool extensively, please make contact with rod.willis@assentire.net as there is also the option of contrasting your results with a national 'NORM' group developed in association with the APM's Enabling Change Special Interest Group. Alternatively, you may be interested in creating your own 'NORM' group.