

# Team Health Assessment™

- for building more successful teams!



## *How Healthy is Your Team?*

What do you need to consider in order to enhance your team's performance? Do you know the 10 areas that are critical in building a high performing, motivated and happy team?

How do your team members feel about their team? Are you confident of your team's performance and success? Are the team members confident of their team's success?

Team Health Assessment™ is an online, practical and effective tool designed to ask you the questions needed when considering how to develop your team to be the best it can be.

## *360° Team Health Assessment™*

In addition to the team leader, the whole team and a senior manager can also complete this simple yet powerful, 40 question assessment and offer valuable 360° Team Health feedback.

It offers a snapshot of where your colleagues currently assess key areas in the team's development and helps identify areas where you can develop your experience and team skills further.



## *Turning Team Players to Team Winners - 12 week Development Programme!*

Comprising: 2 Team Health Assessments™ for the whole team, a series of 10 e-mailed touch points covering the key team elements and offering further insights and tips for success, and a final summary that, if applied, can make a real difference in transforming your team.

- 1 - Initial Assessment
- 2 - Building Relationships and Balance
- 3 - Creating a Positive Climate
- 4 - Making Meetings Effective
- 5 - Establishing and Communicating Mission
- 6 - Individual's Roles Within the Team

- 7 - Choosing Your Leadership Style
- 8 - Building Effective Relationships Outside of the Team
- 9 - Building Individual Satisfaction
- 10 - Harnessing Creativity and Open Thinking
- 11 - Creating the Right Winning Mentality
- 12 - Final Summary

## *Benefits of Team Health Assessment™*

- Full reporting on 10 key areas required to develop a successful team with suggestions
- Includes 360° Feedback from team members and senior manager to assess confidence
- Can be combined with a Team Building Course or Leadership and Management courses
- Can be extended to a 12 week development programme to embed key team skills with a final Team Health Assessment™

*learning excellence, positive engagement...*

*Team Health Assessment Reports - Easy to View, Read and Analyse...*

Written and graphical summaries in **key team building areas** offer thought and practical options to further develop the team to the peak of its performance

- **Team Relationship** – Interpersonal relationships are an important rating which supports the team dynamic
- **Climate** – A happy, motivated team is more productive than the sum of its parts
- **Thinking** – Creative thinking, learning from mistakes and the implementation of the ideas of everyone works to drive continuous improvement
- **Mission** – Mission and vision is something that has to be communicated effectively in order to maintain motivation
- **Team Roles** – By understanding their role and the impact on the wider organisation, members of the team get to take ownership through determining their own objectives and actions
- **Leadership Styles** – Different situations require differing leadership styles and approaches
- **Intergroup Relations** – Recognising that clear, concise and suitable communication is the key to maintaining positive internal and external relationships
- **Individual Satisfaction** – An important factor in overall team success and productivity
- **Meetings** – Allow clear direction to be set to drive the team forward and allow change to be brought about and accepted
- **Winning Mentality** – Having a winning mentality is very important to turning an organisation from good to great. Encouraging development of continuous improvement practices creates the successes of tomorrow.

*Team Health Assessment™ - Based on Tuckman's Group Development Model*

This model of group dynamics, first proposed by Bruce Tuckman in 1965, maintains that the four phases of team development (below) are all necessary and inevitable in order for a team to grow, to face up to challenges, to tackle problems, to find solutions, to plan work, and to deliver successful results.

**Forming** – In the first stages of team building, the forming takes place. Members of the team get to know one another, exchange information and make new friends. This is a good opportunity to see how each member of the team works as an individual

**Storming** – A necessary stage for team growth; in which different ideas compete for consideration. Team members open up to each other and confront each other's ideas and perspectives

**Norming** – The team manages to have one goal and agree a mutual plan, at this stage. All the members take responsibility and have the ambition to work for success of the goals of the team

**Performing** – Teams are able to function as a unit as they find ways to get the job done smoothly and effectively. Members have become interdependent and are, by this time, motivated and knowledgeable.

