

**Team Self-Evaluation**

- Measures ten critical team success factors

The 10 Factors

- Accountability
- Commitment to Synergy
- Conflict
- Empowerment
- Facilitative Leadership
- Interdependence
- Interpersonal Communication
- Mutual Goals
- Problems Solving/Decision Making
- Trust

- Conducted on-line
- Displays degree of alignment between team members and team leader for each factor
- Provides post measurement to show degree of alignment improvement over time

The PRISM logo is visible in the bottom right corner of the slide.

Team Self-Evaluation

Team Self Evaluation

**Accountability**

**\*4. Team members hold themselves and others mutually accountable for achieving team results; all members participate/ contribute to team goals.**

- N/A Not Applicable. I have not had enough experience with the team to respond to this.
- 1 Does not happen at all
- 2 Some of the time, needs improvement
- 3 Most of the time, needs some improvement
- 4 Consistently demonstrated
- 5 Superior, it is exemplary

**\*5. How important do you think that the above statement (Accountability) is for a team to reach high performance?**

- N/A not applicable.
- 1 Not important at all
- 2 Minor importance
- 3 Somewhat important
- 4 Quite Important
- 5 Very important

Team Self-Evaluation

*Facilitative Leadership*  
Leadership is flexibly shared and facilitates creation and accomplishment of team goals.

Rating	Performance Count	Importance Count
1	0	0
2	7	0
3	6	2
4	3	7
5	0	7

Team members  
complete discUS  
profile



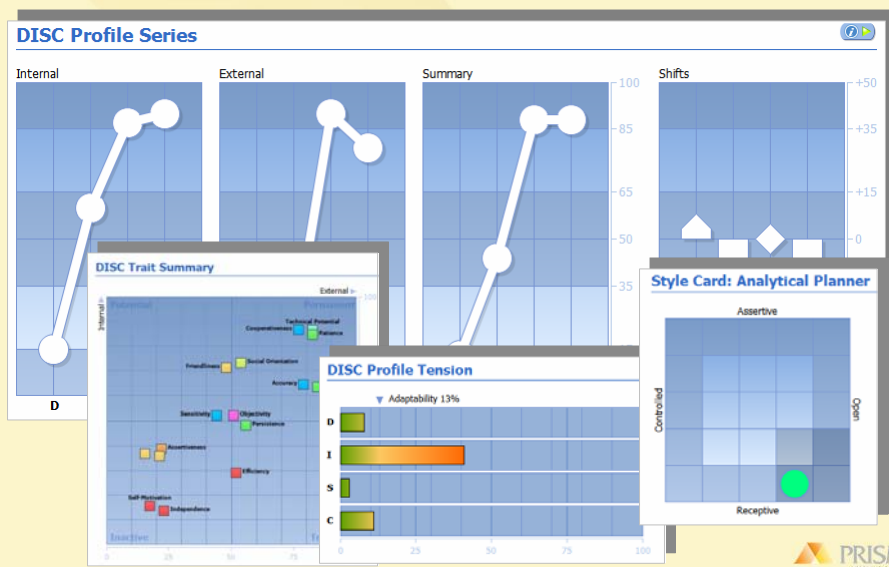
- Provides:
  - Individual behavioral preference profile
  - Team behavioral analysis
  - “Ideal team” modeling
  - Team leadership analysis
  - Individual “How to work with this person” report
  - Relationship analysis between every combination of team member pairs
  - Behavioral job descriptions




Team members  
complete discUS  
profile




## Individual Measures




Team members complete discUS profile 

## Team measures



The screenshot displays several components of the discUS software interface:

- Team Subfactors:** A horizontal bar chart with five categories: Autocratic, Entertaining, Self-determined, Responsive, and Sociable. Each category has a scale from left to right, with markers indicating team scores. The right side of the scale is labeled with terms like Informal, Reliable, Democratic, and Conforming.
- Team Role Breakdown:** A section showing 'Finaliser' and 'Pace' (Deliberate vs. Dynamic), 'Perspective' (Details vs. Overview), and 'Focus' (Task vs. People). It includes a 'Leadership Demands' section with horizontal bar charts for 'Responsibility, Respect', 'Patience, Consistency', and 'Detail, Explanation' for both 'Leadership Demands (Generalised)' and 'Team Leader: Timothy Mullett'.
- Style Card Team Summary:** A grid-based chart titled 'Assertive' with axes for 'Deliberate' and 'Dynamic'. It shows several colored squares representing team data points.



Individual team member interviews 

- Provides insight and understanding regarding:
  - Team strengths and limitations
  - Team leader strengths and limitations
  - Areas for improvement
  - Areas of satisfaction and dissatisfaction regarding team membership
  - Building trust and rapport for further team development activities



Individual team  
member interviews



## Sample Interview Questions

- What do you believe are the greatest drivers to YOUR leadership team's success?
- What do you believe are the greatest barriers to YOUR leadership team's success?
- What do you believe are the greatest drivers to your own team's success?
- What do you believe are the greatest barriers to your own team's success?
- If you could change any one thing to improve the effectiveness of YOUR leadership team, what would it be?
- How would you describe the interpersonal relationships on YOUR leadership team?
- What do you feel is the major expectation of YOUR leadership team? Do you feel that the team is meeting this expectation?
- If you were the leader of YOUR leadership team, what would you continue doing; what would you do differently?
- What do you think your team's role is in relation to the organization's goals?

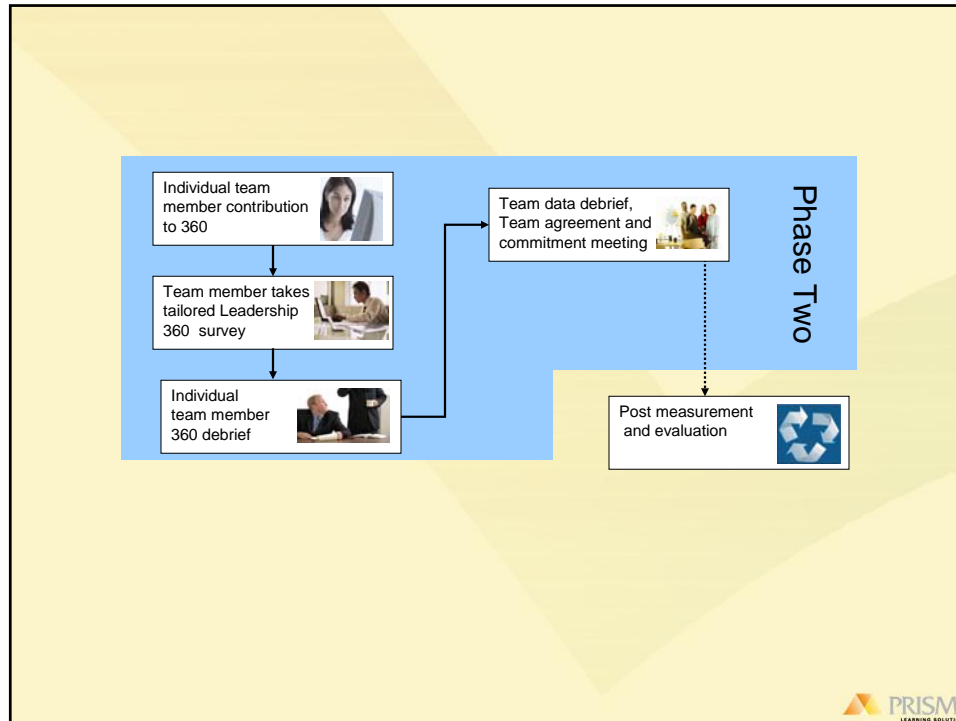


Initial team  
orientation and  
team analysis




- **Understand**
  - Individual behavior impact on team performance
  - Workstyle differences between each of the team members
  - Degree of alignment around team success factors
  - Team strengths and limitations
  - Individual's potential contribution and distraction to the team
  - Team leader's style and expectations
- **Learn to apply the tools to leverage individual style differences**






Individual team member contribution To 360



- Team members create their own team leadership 360 online
- Provide questions or ideas for questions around each of the categories being surveyed
- Creates high levels of :
  - Buy-in
  - Relevance
  - Credibility

Please enter your proposed 360 question or your idea for a question in the space below each area of focus.

1. Accountability
2. Change
3. Innovation
4. Leadership
5. Organizational Commitment
6. Interpersonal Skills



Team member takes tailored leadership 360 process



- Take the 360 survey:
  - Automated personal invitations and reminders
  - Survey taken on-line
  - Assured anonymity
  - Individual and aggregate scoring
  - Action planning guide

Please use the following scale to rate the following items:

NA = not applicable, haven't had the opportunity to observe this behavior

7 = superior, role model in this behavior

4 = consistently demonstrates this behavior

3 = demonstrates this behavior most of the time, needs some improvement

2 = demonstrates this behavior some of the time, needs improvement

1 = does not demonstrate this behavior at all

As a team leader this person....

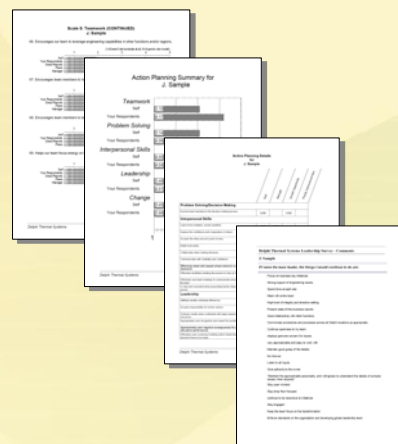
2. applies the same standards of accountability for all of his/her direct reports.	1	2	3	4	5	6	7	NA
3. sets standards to achieve high-quality results.	1	2	3	4	5	6	7	NA
4. accepts responsibility for his/her decisions and actions.	1	2	3	4	5	6	7	NA
5. holds me accountable for my personal and professional development.	1	2	3	4	5	6	7	NA
6. seeks and feedback regarding his/her performance as a manager.	1	2	3	4	5	6	7	NA
7. allows me to do my job without micromanaging.	1	2	3	4	5	6	7	NA
8. meets deadlines.	1	2	3	4	5	6	7	NA
9. holds me accountable for my decisions and actions.	1	2	3	4	5	6	7	NA



Individual team member 360 debrief



- Professional interpretation session with each team member
- Relate findings to team and organizational goals and desired outcomes
- Develop action plans
  - Operational
  - Developmental
  - Communication



Team data debrief,  
team agreement and  
commitment meeting



- Discussion and planning around:
  - Areas of greatest concern impacting individual and team performance
  - Alignment of perception between peers, direct reports and management
  - Impact of improved performance on organizational goals
- Develop model of “ideal” team for optimal performance
- Behavioral gap analysis between current state and ideal state



Team data debrief,  
team agreement and  
commitment meeting



- Define
  - Actions for improvement
  - Performance support tools and techniques to enable action
  - Measurements for success
  - Plans of follow-up and monitoring



Post measurement  
and evaluation



**PRISM**

**LEARNING SOLUTIONS**

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