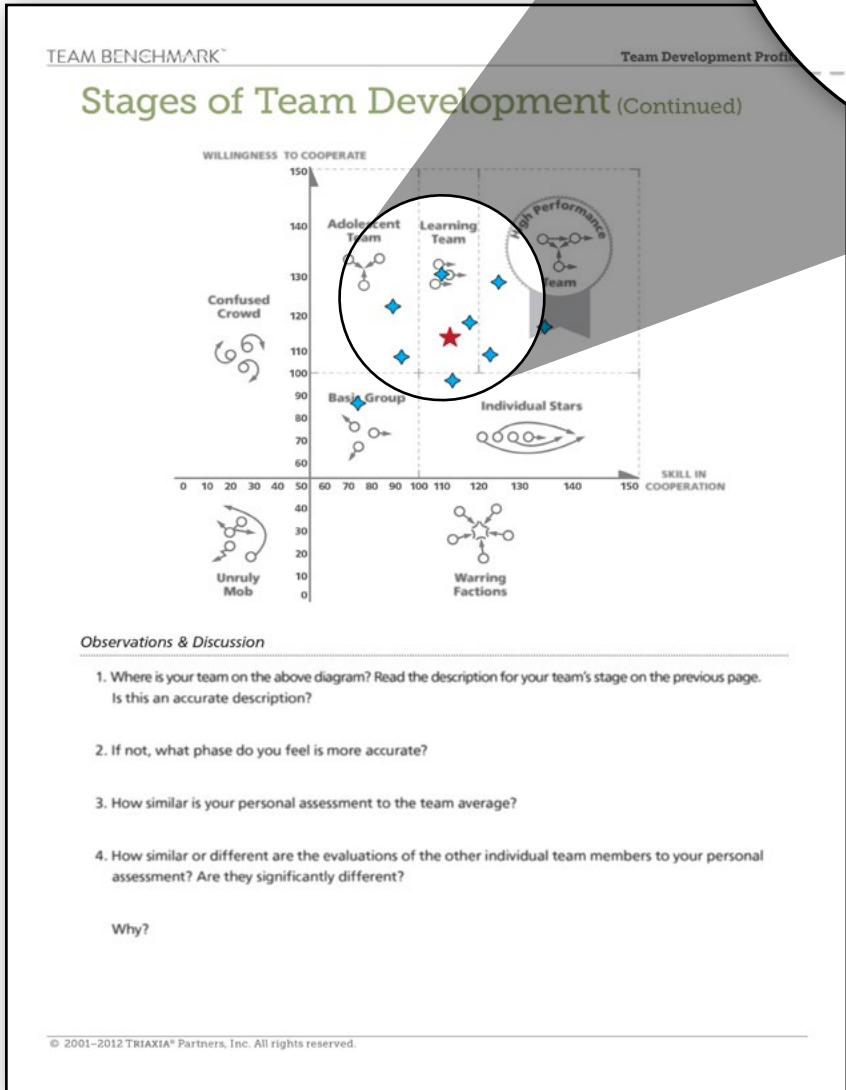
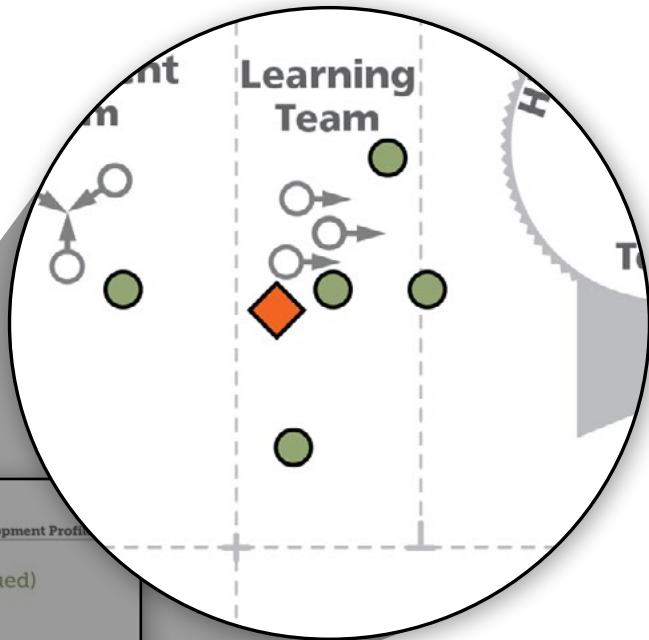




# Clear and Simple Results

The Team Development Survey™ provides clear indicators of where the team believes they are on the path to development (basic group, learning team, warring faction, etc.) both individually and collectively while keeping the feedback completely anonymous.



Like all Team Benchmark™ diagnostic reports, the Team Development Survey™ provides your team with full color, high-resolution results that are easy to understand. Our color-coded system is used consistently throughout all our diagnostics to enable team members to see the team's overall strengths and weaknesses at a glance.

While the Team Development Survey™ keeps your feedback clean and simple, the details don't stop there. Each section also provides detailed information on the responses to each question in an easy-to-read table, followed by color-coded team summary of averages for each question. Team member comments are also shown anonymously, giving your team the confidence to provide direct feedback on each topic.

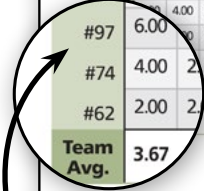
# Exhaustive and Informative Details

TEAM BENCHMARK™ Team Development Survey™

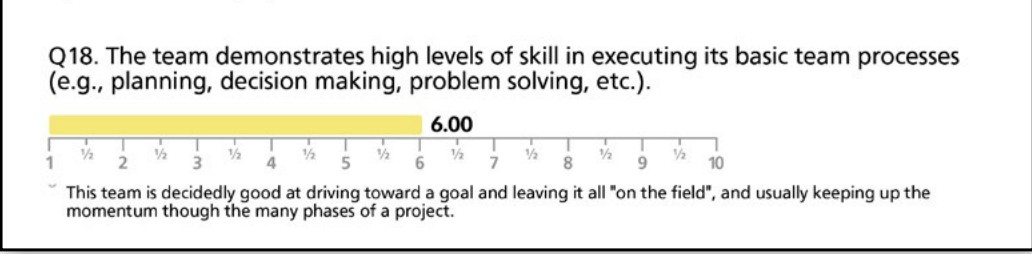
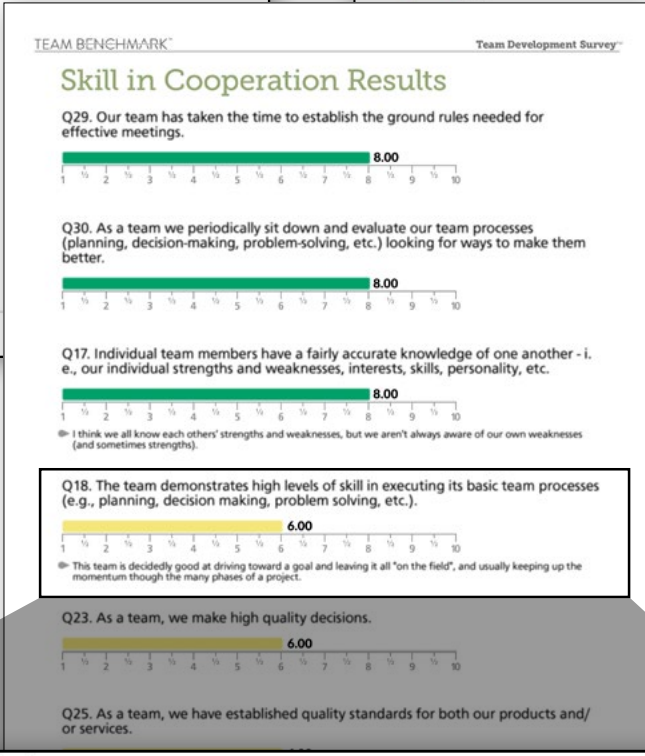
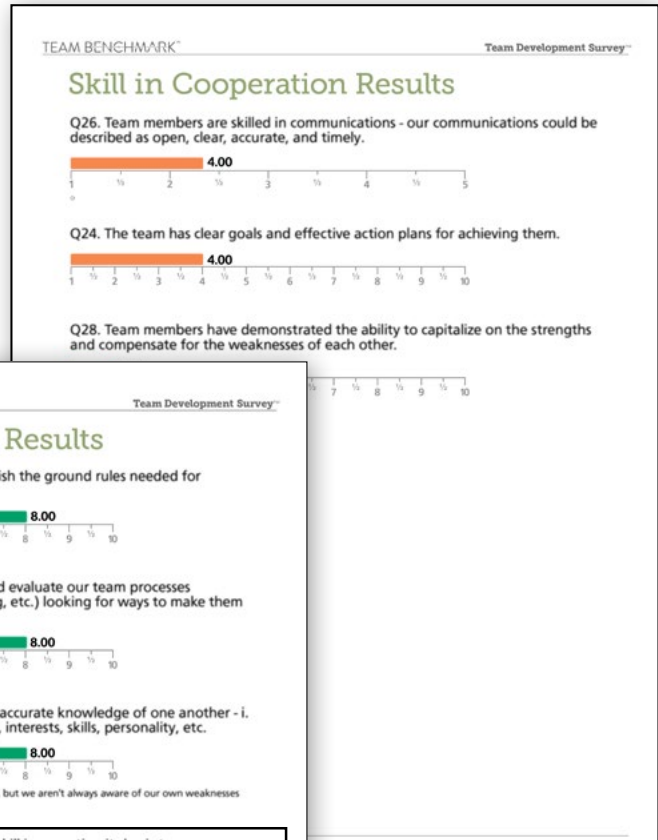
### Willingness to Cooperate Results

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q14	Q15	Avg
#144	2.00	4.00	8.00	2.00	4.00	6.00	2.00	2.00	8.00	10.00	8.00	6.00	8.00	10.00	5.46
#45	2.00	6.00	4.00	6.00	2.00	2.00	6.00	2.00	2.00	4.00	6.00	6.00	8.00	4.00	3.46
#97	6.00	4.00	4.00	4.00	6.00	4.00	6.00	2.00	2.00	2.00	6.00	10.00	6.00	4.00	4.00
#74	4.00	2.00	4.00	4.00	2.00	6.00	4.00	6.00	4.00	2.00	8.00	8.00	8.00	6.00	6.40
#62	2.00	2.00	4.00	6.00	2.00	2.00	2.00	4.00	4.00	6.00	2.00	4.00	2.00	6.00	3.73
Team Avg.	3.67	3.50	4.33	3.00	3.67	4.00	2.33	4.00	4.67	5.67	6.67	5.67	5.00	6.67	

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Random numbers are assigned to individual participants to ensure anonymity



# Developing a Strategy

Each section of the Team Development Survey™ includes a series of questions designed to help your team review the results and focus on the issues offer the greatest potential improvement.

Your team will then develop a strategy for improvement using the Action Plans and Monitor and Measure worksheets. The Action Plans will help your team decide how best to address the subjects they've identified as areas for growth, while the Monitor and Measure worksheets will help your team plan how best to track their progress against their goals.

TEAM BENCHMARK™ Team Development Survey™

## Discussion Questions

1. Overall, the team scored the highest on the following question(s):

The lowest:

2. What are the areas of agreement and disagreement in team member scoring?

3. In the areas of disagreement, what are at least (It may be helpful to review the written comments)

4. Were you surprised, positively or negatively, by

5. Would you have guessed that they would have

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TEAM BENCHMARK™ Team Development Survey™

## Action Plan

1. What are the specific barriers between present and potential levels of team performance that currently hinder your effectiveness as a team?

2. What can your team do to overcome these barriers? Be specific.

...a team to increase the level of willingness to cooperate? Reviewing questions on page 7 may stimulate your thinking.

...increase the level of skill in your cooperative efforts? Reviewing the in page 9 may stimulate your thinking.

...taken to tap into your potential as a team?

TEAM BENCHMARK™ Team Development Survey™

## Next Steps

We understand that team effectiveness is just one of many elements that determine overall performance. However, it's an important factor and can have a significant effect. How would you relate your team's results to the level of team performance showcased in the Skill-Willingness graph?

To answer this question, you need to identify the success measurements and/or key performance results for your work group. Below, list the particular success measurement or performance results for your team (e.g., product development time, quality, sales, profits, etc.). If you moved from present to potential team effectiveness, what would be the impact on these results?

Results/Success Measurements	Present Effectiveness	Potential Effectiveness
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

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# TEAM BENCHMARK™

A Family of Powerful Team Performance Diagnostics

Team Benchmark™ offers a wide range of diagnostics to help your team achieve maximum results. Learn more at [www.TeamBenchmark.com](http://www.TeamBenchmark.com) or call us at 1-800-214-3917. Our help desk is open between 8:30AM and 5PM EST, Monday through Friday.



## **TEAM DEVELOPMENT SURVEY™** **MAPPING A PATH FOR INCREASED TEAM EFFECTIVENESS™**

The Team Development Survey™ enables your team to visually identify its current stage of team development, and better understand its potential for greater synergy and team effectiveness. By measuring your team's capabilities in the factors that drive cooperation, this report enables your team to clearly map its path for growth.



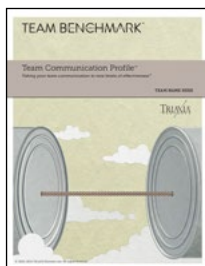
## **TEAM PERFORMANCE SURVEY™** **BENCHMARKING YOUR TEAM AGAINST THE SIX CHARACTERISTICS OF HIGH PERFORMANCE™**

The Team Performance Survey™ assists your team in evaluating its strengths and weaknesses against in each of the six characteristics of a high performance team. The resulting report enables your team to address and prioritise its needs with the confidence of knowing they are targeting the right issues.



## **TEAM CONFLICT PROFILE™** **HELPING YOUR TEAM TURN STRIFE INTO SYNERGY™**

This Team Benchmark™ diagnostic enables your team to identify and address conflict issues that derail team effectiveness. The report highlights attitudes, actions, and processes that can stifle your team's ability to work together. Utilizing this information, the team will be able to give immediate attention to the key issues driving conflict and define a clear path for improvement.



## **TEAM COMMUNICATION PROFILE™** **TAKING YOUR TEAM COMMUNICATION TO NEW LEVELS OF EFFECTIVENESS™**

The Team Benchmark™ Team Communication Profile™ helps your team assess its ability to communicate. Effective team communication doesn't just happen, but demands the application of time-tested principles and processes. This diagnostic enables team members to identify and address specific issues that clutter and confuse team communication.



## **TEAM MEETINGS PROFILE™** **ACHIEVE UNCOMMON RESULTS ON COMMON GROUND™**

This powerful meeting diagnostic will provide your team with unique insight on how well they are managing meeting together. Meetings are the playing field for high performance teams. Effective or not, meetings cost money and consume valuable resources. The real issue is not the cost of meetings, but rather the cost of poor meetings. High performance teams master the three critical dimensions needed for effective meetings: the people, the purpose, and the process. This diagnostic allows your team to graphically identify strengths and weaknesses across each of these three key components.