

# TEAM 360 VIEW™

*Invaluable Feedback  
Specific and Measurable*



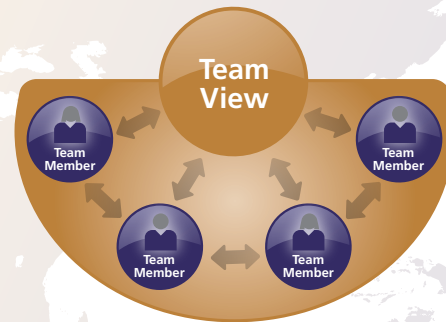
When teams ask the question, “How are we doing?” they often start with a team assessment. It gives the team their own, internal view of their performance.

But there is a second way to answer the question: ask the people who interact with the team on a regular basis. Ask the customers of the team, the stakeholders, the people who are impacted by the team’s everyday performance. This external view from the people whose opinions matter and are most affected, is invaluable feedback to the team.

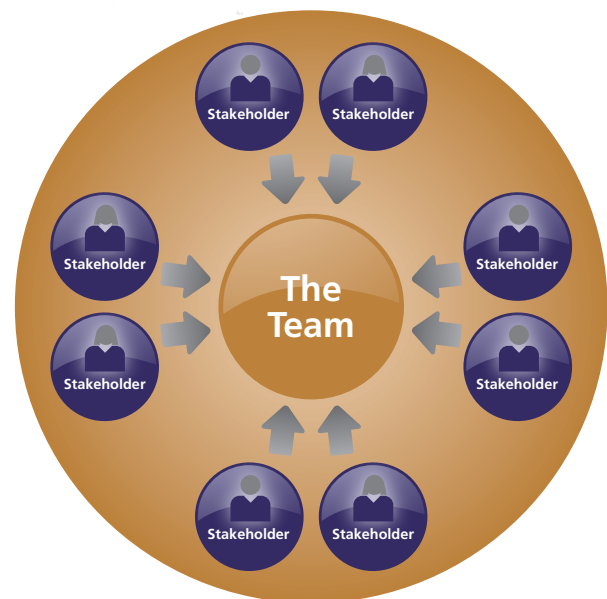
It is also extremely rare. It is very difficult to get honest, specific feedback as a team — especially for senior management teams. Too often the feedback is cautious and vague or simply “nice”. Not helpful.

Now there’s an easy alternative: the Team 360 View™. Your team can now receive clear, specific feedback from an anonymous survey of selected stakeholders. The Team 360 View™ gives you measurable feedback that will point the way to better team performance.

## Internal Assessment *Team’s view of the Team*



## External Assessment *Stakeholder’s view of the Team*



### HOW IT WORKS

The Team 360 View™ is an assessment tool based on the same proven model as the Team Diagnostic™ — used with thousands of teams worldwide since 2005.

The online survey takes about 20 minutes to complete. The responses from all stakeholders are combined and presented in a report that displays the results in multiple graphic layers, each layer more detailed. The diagnostic also includes stakeholder responses — anonymously — to essay style questions that can be customized for the team.

The Team Diagnostic™ model looks at two dimensions:

1.

The conditions necessary for teams to be productive

Productivity Competencies

2.

The conditions necessary to create a high-performing culture

Positivity Competencies

The model defines 7 attributes in each of these two areas:

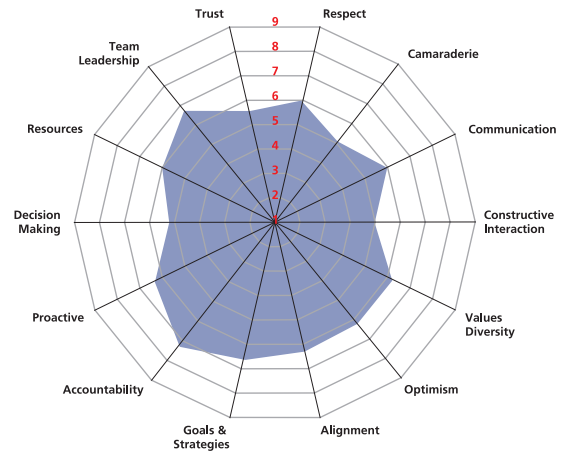
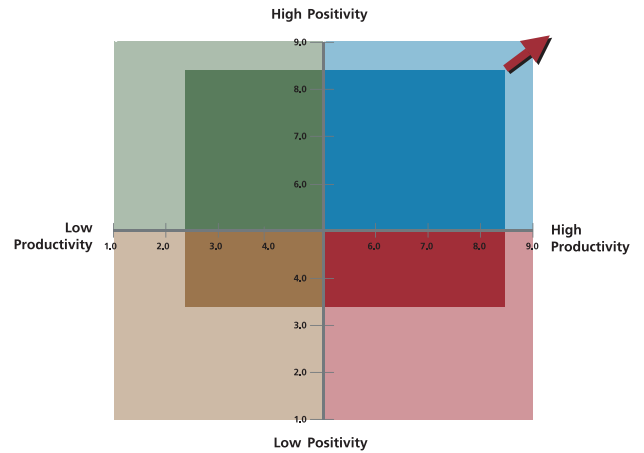
#### PRODUCTIVITY COMPETENCIES

- Team Leadership
- Accountability
- Alignment *(mission & purpose)*
- Goals & Strategies
- Decision Making
- Resources
- Proactive *(creative initiative)*

#### POSITIVITY COMPETENCIES

- Communication
- Trust
- Respect
- Values Diversity
- Camaraderie
- Constructive Interaction
- Optimism

The Team 360 View™ gives the team invaluable information from the people whose opinions matter most: *the people who are served by the team every day.*



For more information on the Team 360 View™ please contact us at: