

TEAM DIAGNOSTIC™

*Measure Team Conditions
Improve Team Performance
Sustain Team Results*

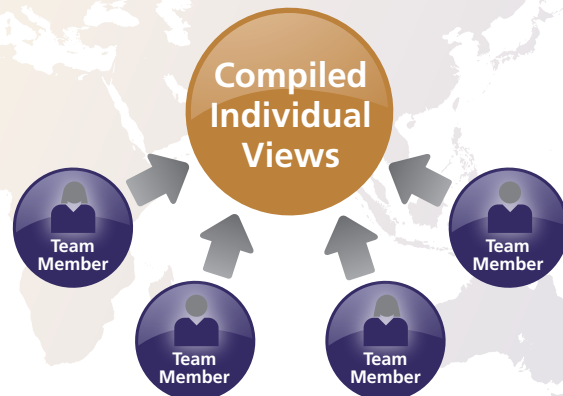


Most current organizational and coaching approaches assess and coach the team as a collection of individuals. In this approach, assessments measure the characteristics, preferences and performance of individual team members and the results are then compiled into a profile in which individuals can compare themselves to one another. This is valuable information for team members, **but** it is only half the picture. The missing half: *a picture of the team as a whole.*

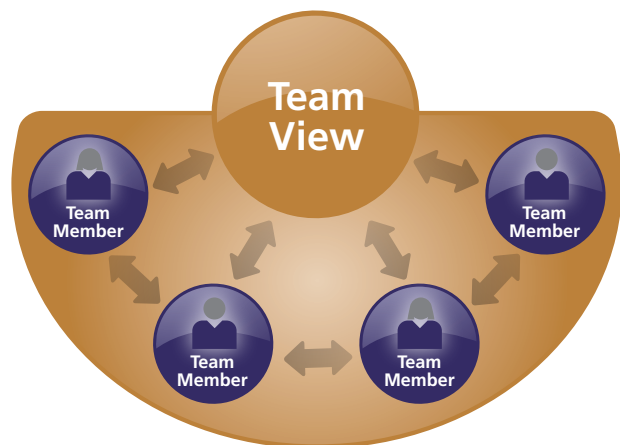
The Team Diagnostic™ is a unique approach to working with teams because it regards the team as a dynamic "system". A team is more than the sum of its parts. A team is a living, dynamic entity with its own personality, spoken and unspoken rules, vision, blind spots, even moods. With the Team Diagnostic™ the team's needs are explored independent of the needs of any single member.

This shifts the attention and the work of the team to the team itself.

Typical "Team" Assessment *Aggregate of individual profiles*



Team Diagnostic™ Systems Approach *Team assesses the team as a whole*



Team Diagnostic™, continued

Research shows that the most successful teams have the means to take action and build effective relationships to motivate and sustain that action. The Team Diagnostic™ is built on these two fundamental axes:

1.

Factors that optimize productivity

2.

Factors that promote positivity

The Team Diagnostic™ model defines seven separate productivity factors and seven positivity factors. This constellation of competencies and increasingly detailed layers of the report provide a complete picture for creating high-performing teams.

The Team Diagnostic™ model looks at two dimensions:



Teams that excel at *both dimensions* are high performing and sustainable. They are creative, adaptable and resilient.

The Team Diagnostic™ is now available in:

- Arabic
- Chinese
- Danish
- Dutch
- English
- English (UK)
- Finnish
- French
- French Canadian
- German
- Greek
- Hebrew
- Japanese
- Norwegian
- Polish
- Portuguese
- Russian
- Spanish (Latin America)
- Spanish (Spain)
- Swedish
- Turkish

