

# P A T H



## Periodic Assessment of Team Health

### Team Report

April 01, 2015

#### **Fiji Team**

Juan Carlos Bailey

Myrt Bailey

Dot McCaleb

John McCaleb

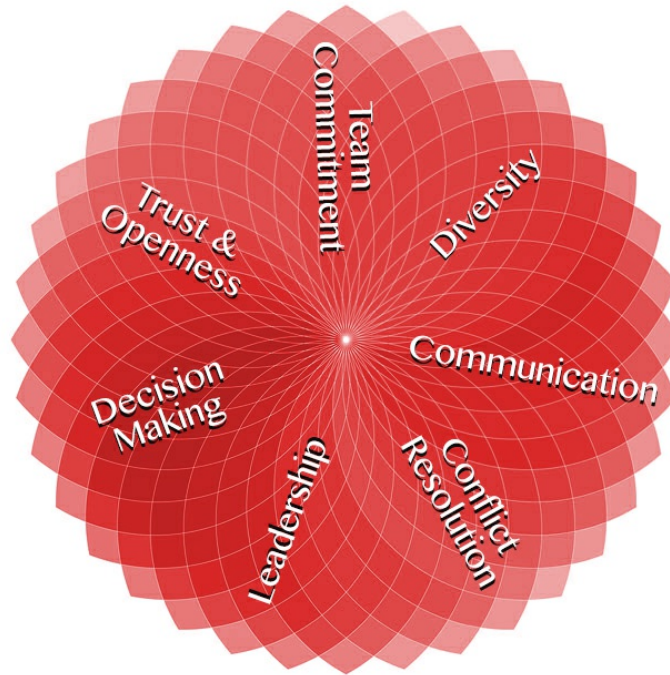
This report provided by:

**Culture Concepts Consulting**

*"Increasing Resilience, Longevity, and Effectiveness"*

### About PATH

Your responses to PATH form the basis for this report. The report includes your responses to the seven dimensions of a healthy team. The goal of PATH is to give you a snapshot view of how you perceive the functioning of your team. Just as physical health benefits from a regular checkup, so team health is enhanced when we periodically get a checkup. With periodic assessment the team is on the PATH to monitoring and maintaining team health.

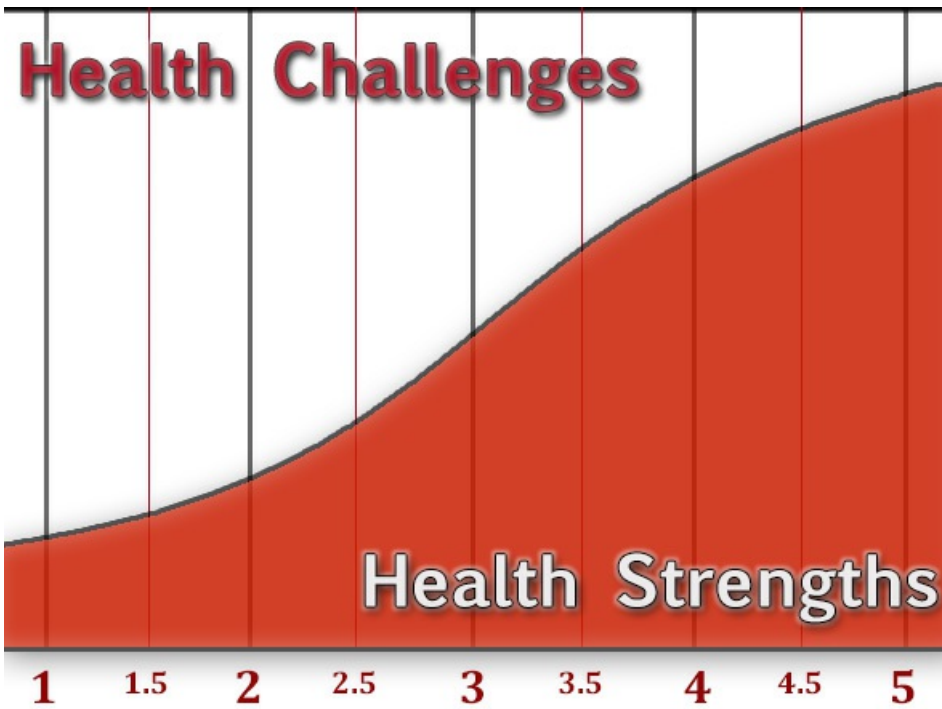


### Seven Dimensions of a Healthy Team

1. **TEAM COMMITMENT:** A team culture where members feel a strong commitment to the team.
2. **DIVERSITY:** A team culture that values diversity, which is measured in a number of different ways, most overtly in personality.
3. **COMMUNICATION:** A team culture where members have the ability to share, respond, critique, and receive feedback.
4. **CONFLICT RESOLUTION:** A team culture that creatively and constructively works through conflict toward appropriate resolution.
5. **LEADERSHIP:** A team culture where appropriate leadership is understood and exercised.
6. **DECISION MAKING:** A team culture where the team has the ability to identify, process, and implement decisions.
7. **TRUST AND OPENNESS:** A team culture of transparency, vulnerability, and safety.

# Periodic Assessment of Team Health

## Team Health Averages



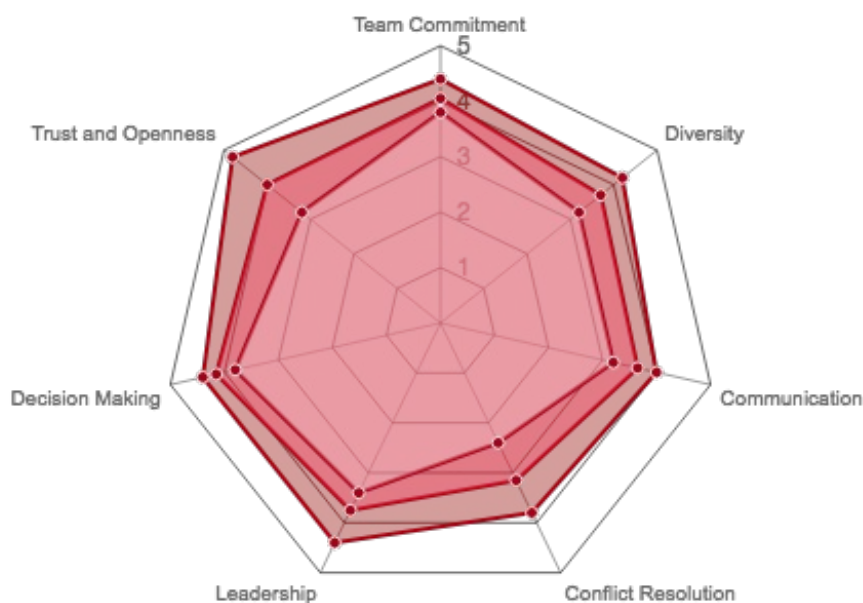
### Overall Team Health Average

**3.78**

Team health will vary depending on circumstances and because a team is a dynamic system. No team is ever completely healthy or completely unhealthy. There is always room to grow as a team and even the most dysfunctional of teams have strengths they can draw from.

### Domain Radar Chart

This chart gives the unique shape of the teams health. Each axis corresponds with a domain of team health. The average shape is the overall team average. The high and low are the highest and lowest averages among the team members. Your coach will guide you in discussing things like divergence and outliers.



### Scoring

- 4 – 5: the team is strong and teamwork is healthy.
- 3 – 4: the team is healthy, but there is room for improvement.
- 2 – 3: the team is functioning, but not healthy.
- 1 – 2: the team is not healthy and there is significant work to be done.



# Periodic Assessment of Team Health

## Team PATH Averages

Juan Carlos Bailey - 3.37



Myrt Bailey - 3.63



Dot McCaleb - 3.89

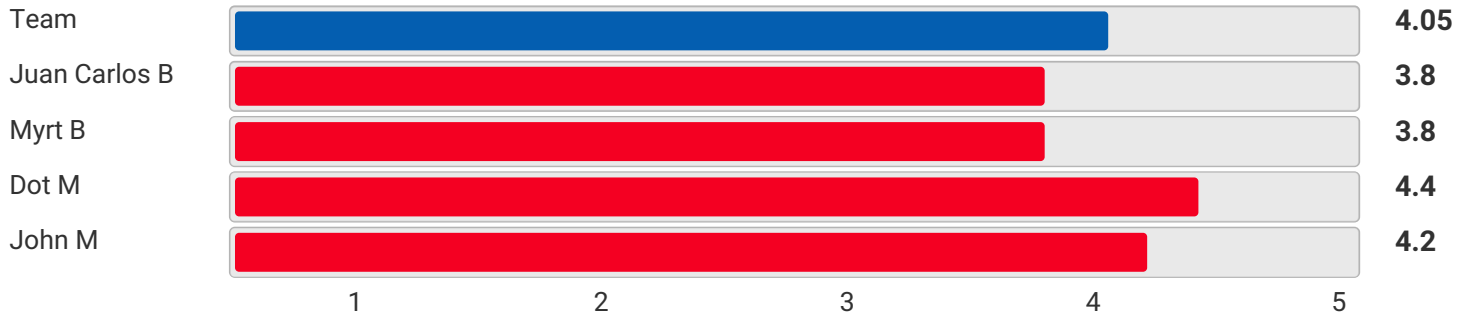


John McCaleb - 4.23

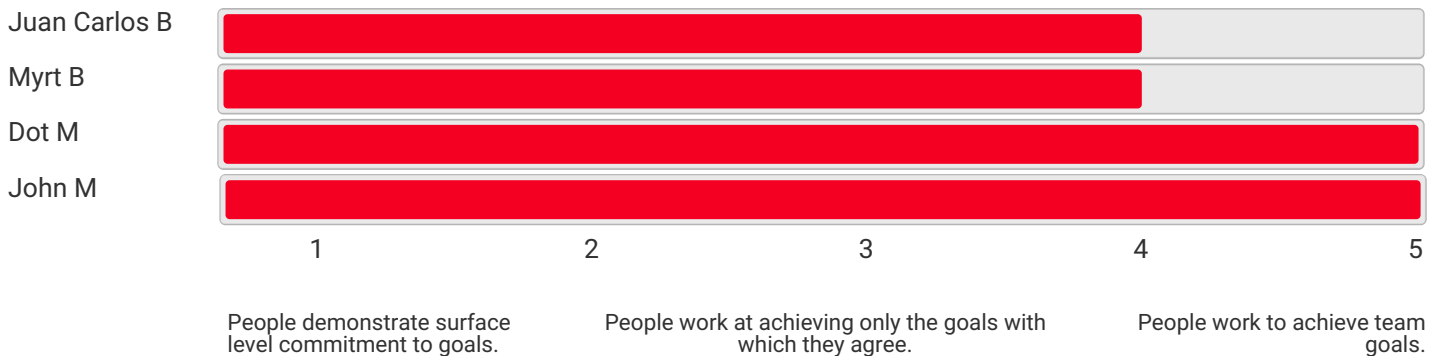


### Team Commitment

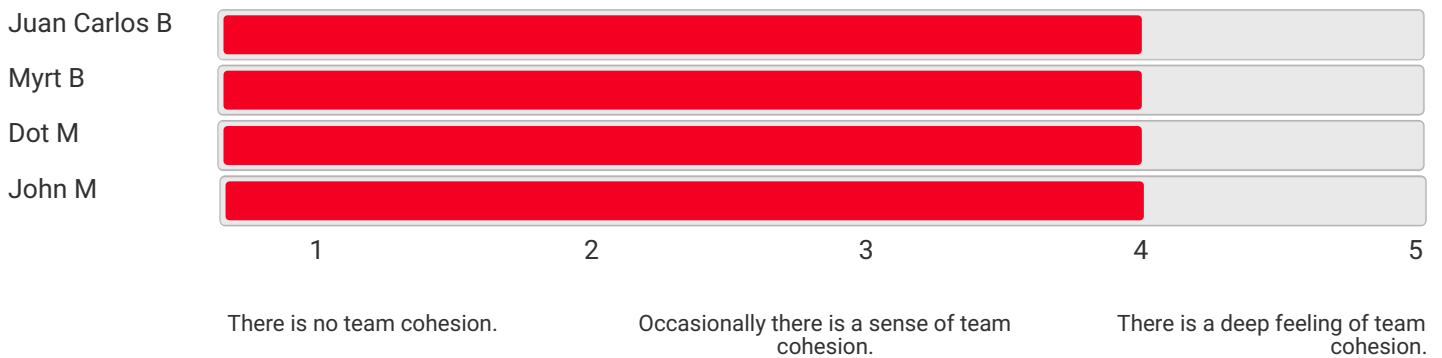
#### Domain Average



#### 1) How committed are your team members to achieving team goals?



#### 2) What is the level of team cohesion?

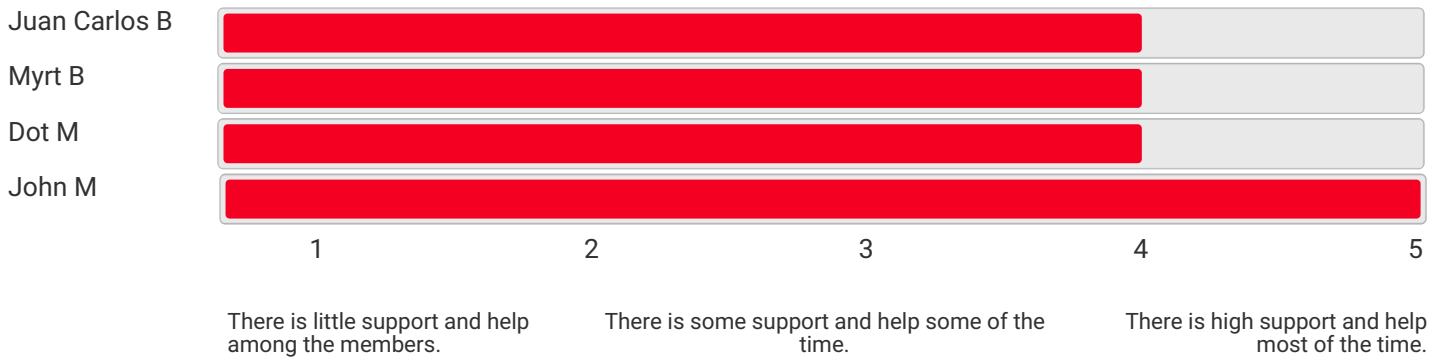


# Periodic Assessment of Team Health

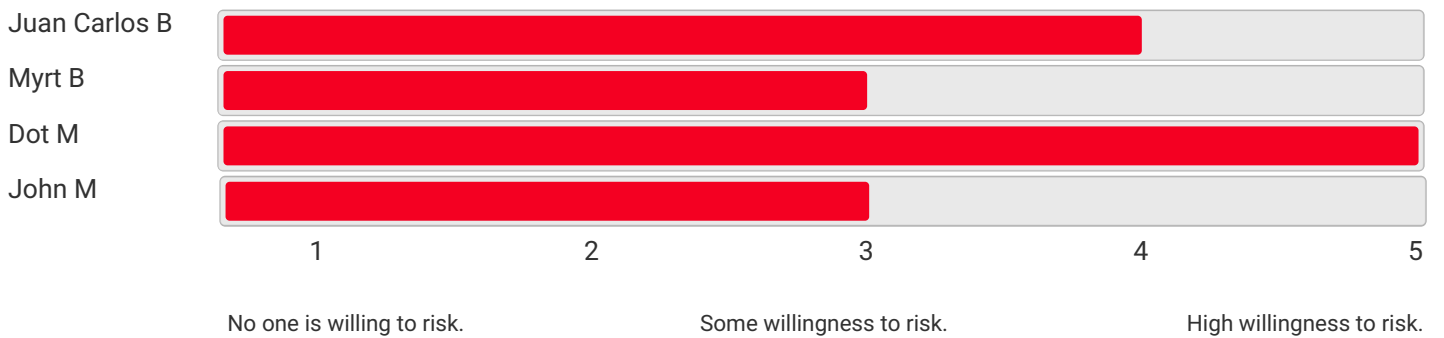
## Team Commitment (Continued)

### Team Commitment

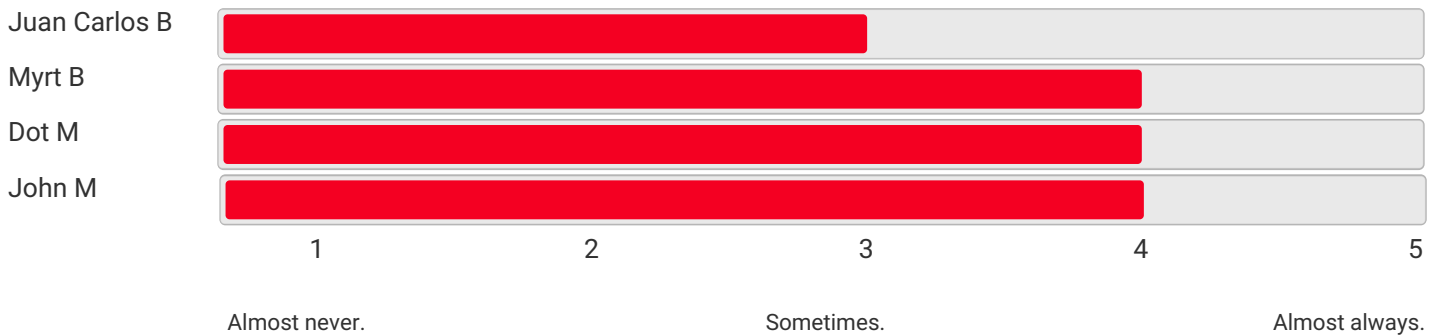
#### 3) How emotionally supportive are the team members to one another?



#### 4) Are people willing to take a risk and try new actions to make the team better?



#### 5) Group members are willing to sacrifice their time for the good of the team.



# Periodic Assessment of Team Health

## Team Commitment (Continued)

### Team Commitment

#### 6) What do you need to do to grow in your commitment to the team?

Juan Carlos B      Be more communicative and ask more questions about what I can do

Myrt B              Spend more time in team meetings and just time together in general.

Dot M                More time for meeting together and praying together.

John M              Communication.

#### 7) What action can your team take to enhance commitment to the team?

Juan Carlos B      Talk to the team rationally about negative feelings toward one another

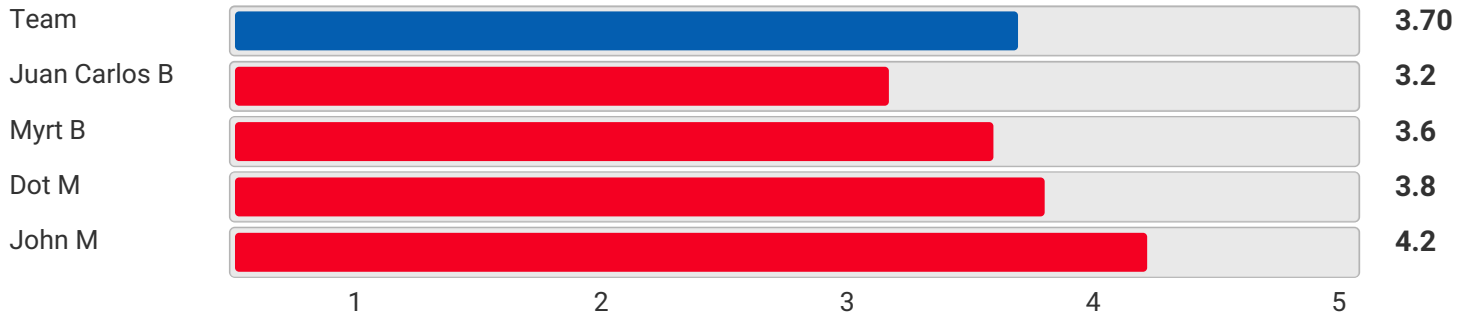
Myrt B              Schedule time each week to catch up with each other.

Dot M                Set dates to meet and pray. be honest. have fun together.

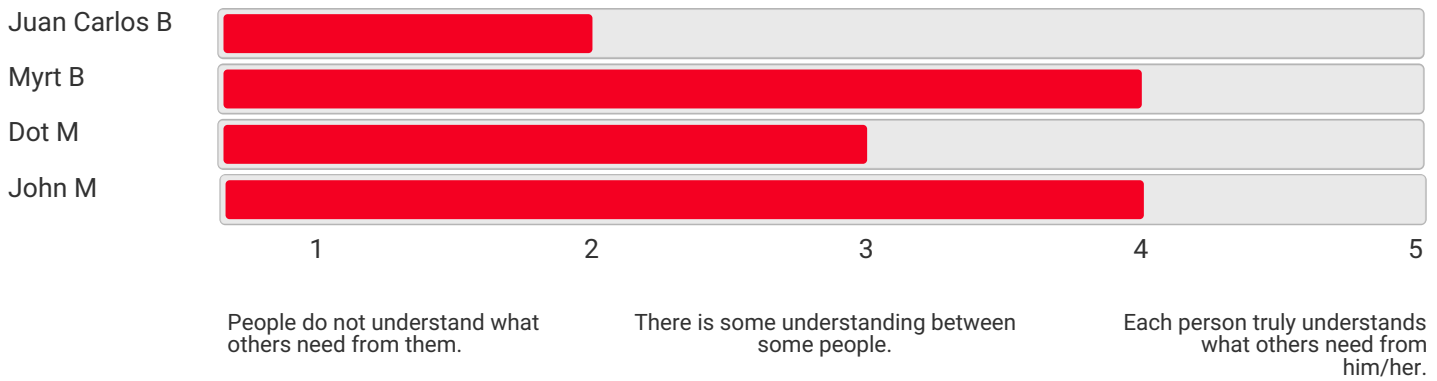
John M              More frequent meetings.

### Diversity

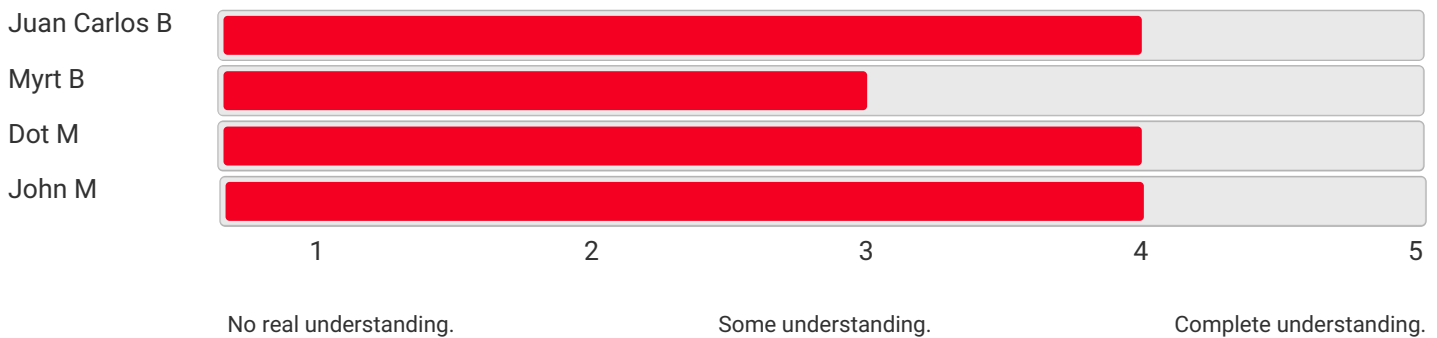
#### Domain Average



#### 1) Each understands what others need from him/her to achieve common goals.



#### 2) People understand how their work contributes to the goal of the total group.



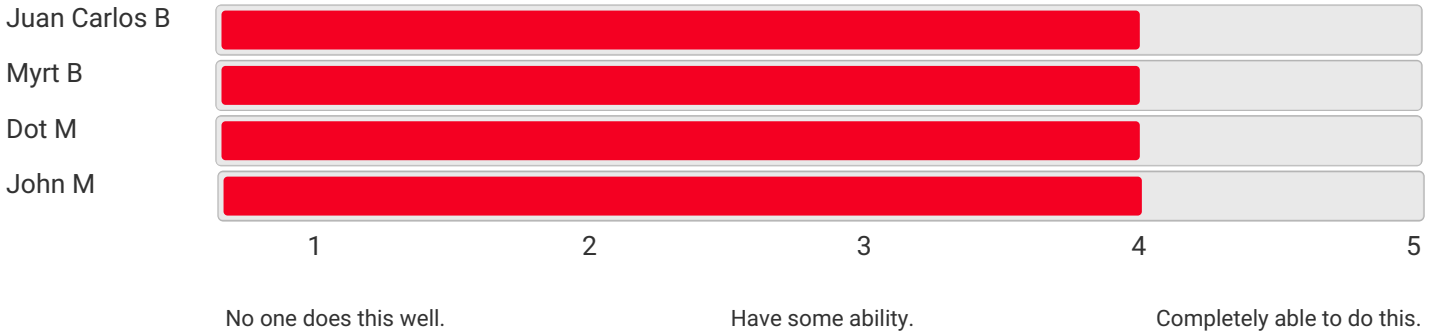


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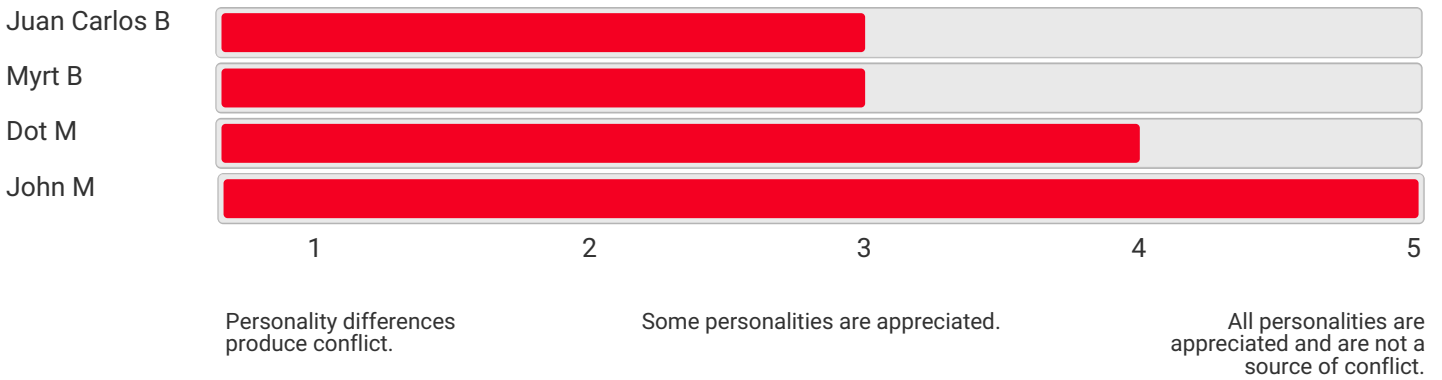
## Diversity (Continued)

### Diversity

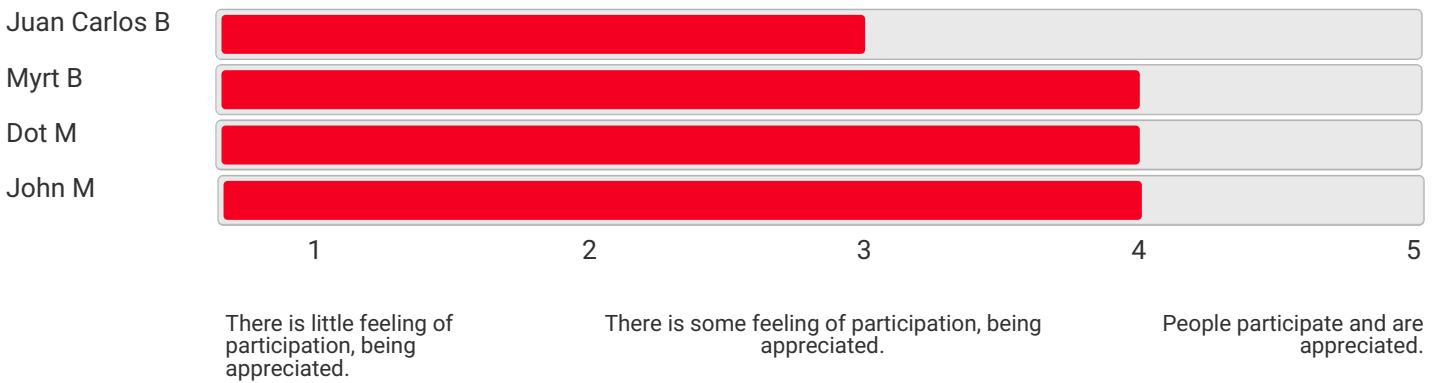
**3) Team members know how to accomplish their work and maintain good relationships at the same time.**



**4) The team appreciates and values personality differences.**



**5) All team members participate fully and feel their participation is appreciated.**



### Diversity

#### 6) What is your greatest struggle with regard to team diversity?

Juan Carlos B      Personality differences.

Myrt B      Being able to appreciate each other's participation and personalities without making judgements or comparisons.

Dot M      What my plans and thoughts are - are not always the same as others. Different time lines and tables.

John M      Completely understand each other's personalities.

#### 7) What will help your team make the best use of team diversity?

Juan Carlos B      Appreciation of what each personality type is good for

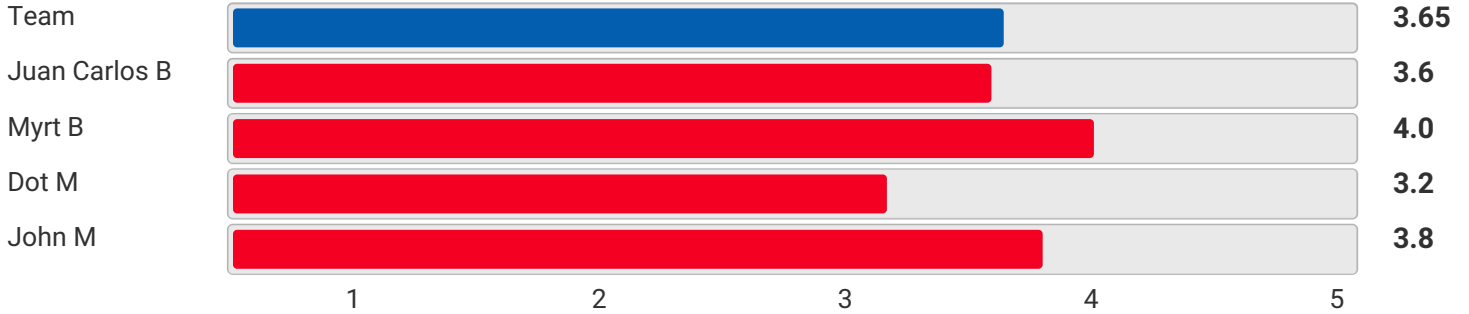
Myrt B      Prayer, mediation, and intentional effort.

Dot M      Constantly reminding each other what and how we thing/plan to do things

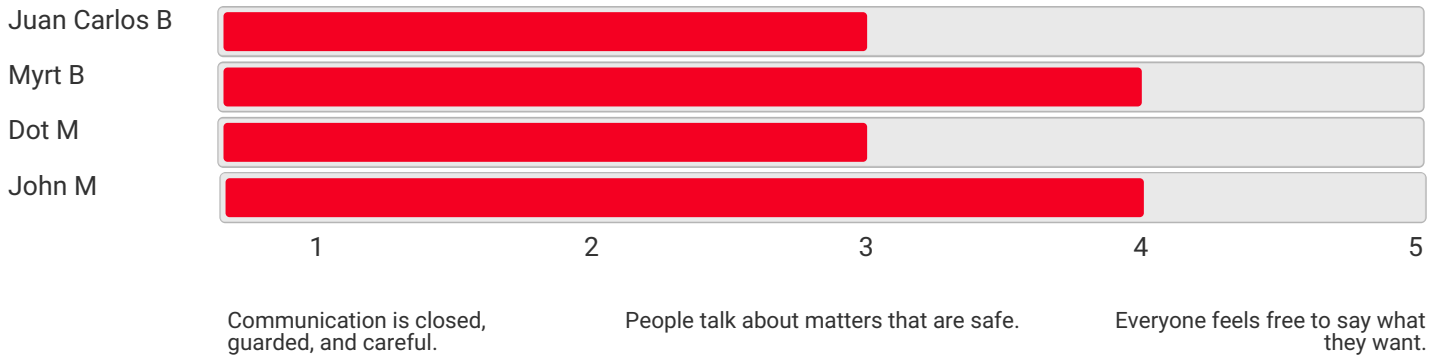
John M      Continue to talk about issues we differ on.

# Communication

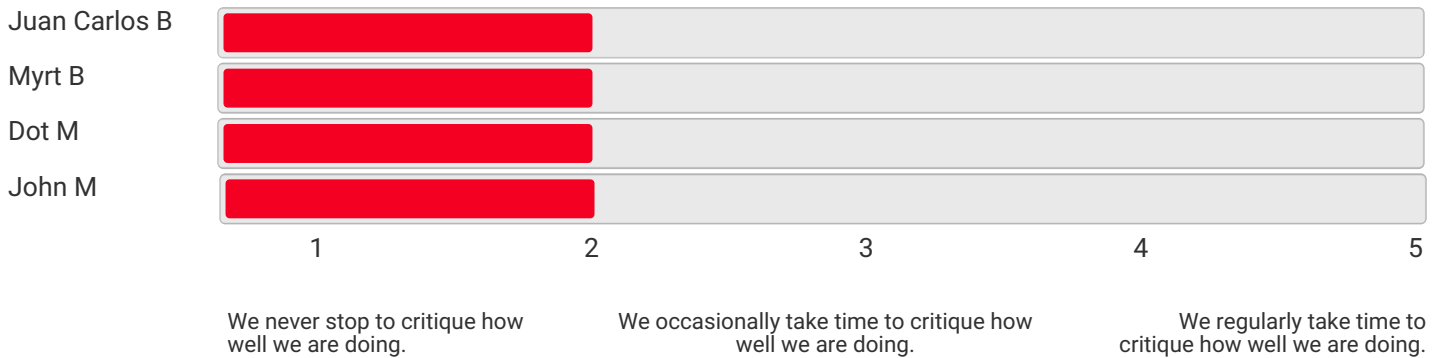
**Domain Average**



**1) Are communications in team meetings open and free?**



**2) Does the team ever stop and critique how well they are working together?**

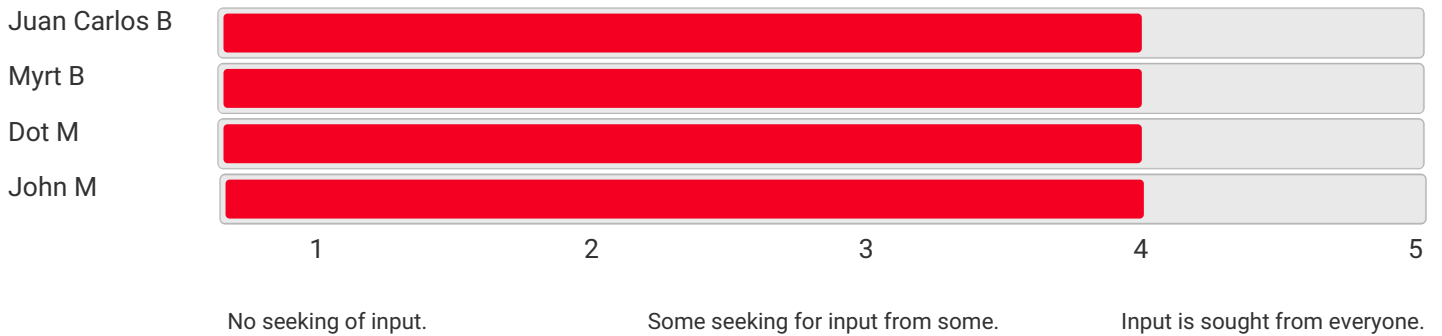


# Periodic Assessment of Team Health

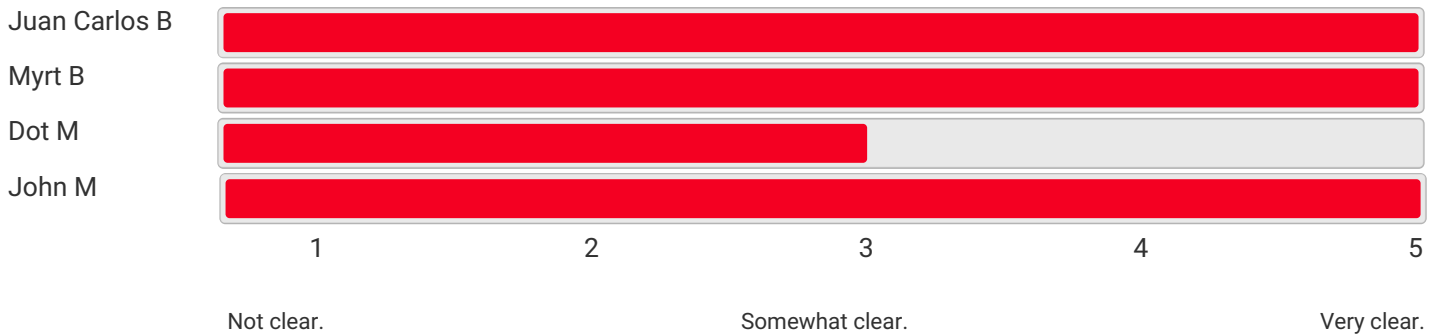
## Communication (Continued)

### Communication

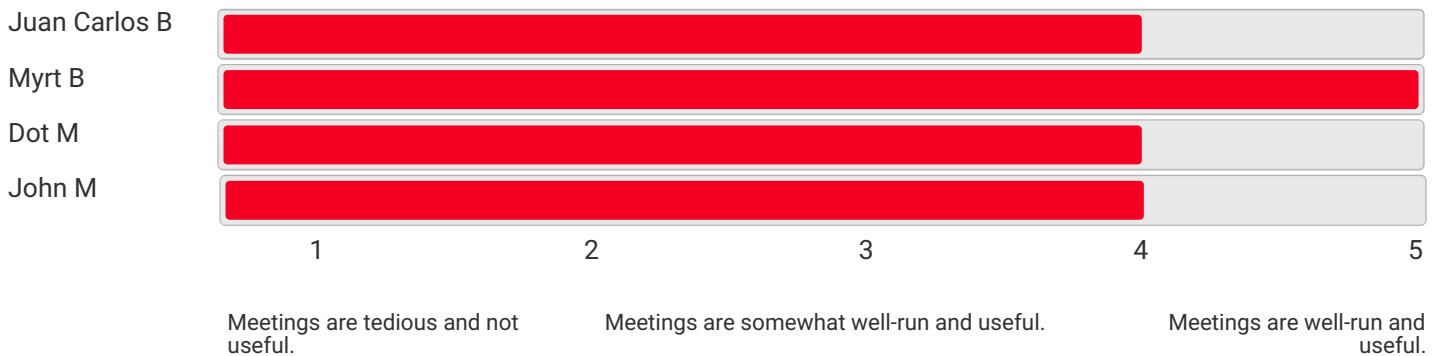
#### 3) Opinions of all team members are sought after for input.



#### 4) The team's plans and future direction/vision are very clear to everyone.



#### 5) Team meetings are well-run and useful.



### Communication

#### 6) What communication skills do you need to work on?

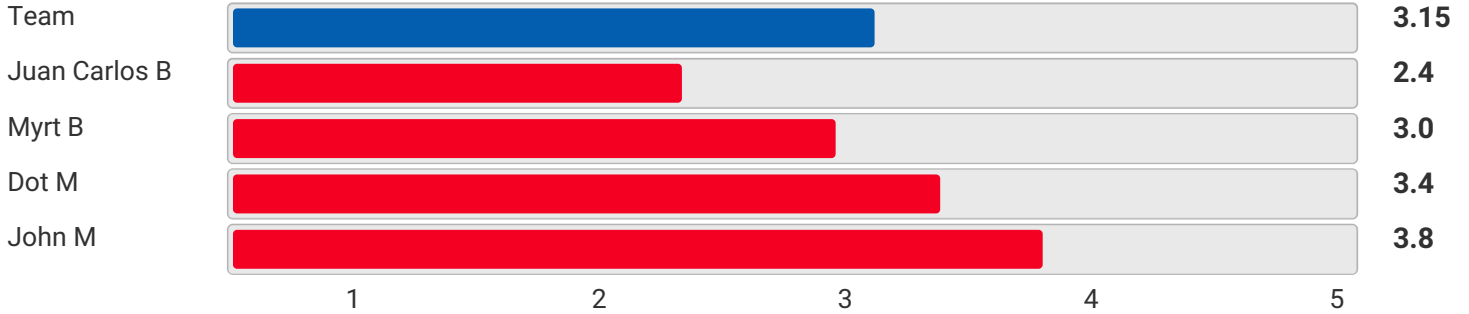
Juan Carlos B	Most of them.
Myrt B	Making time for communication
Dot M	More of it (communicating). Being respectful/listening.
John M	Listening and understanding.

#### 7) What is your best suggestion to help the team improve its communication?

Juan Carlos B	Have scheduled weekly meetings.
Myrt B	Set aside time; make each other feel comfortable enough to trust that their opinions and ideas are appreciated and the environment is a 'safe' one for honest and open communication.
Dot M	Make it a point to tell what is going on and communicating no matter what.
John M	Be honest and open

### Conflict Resolution

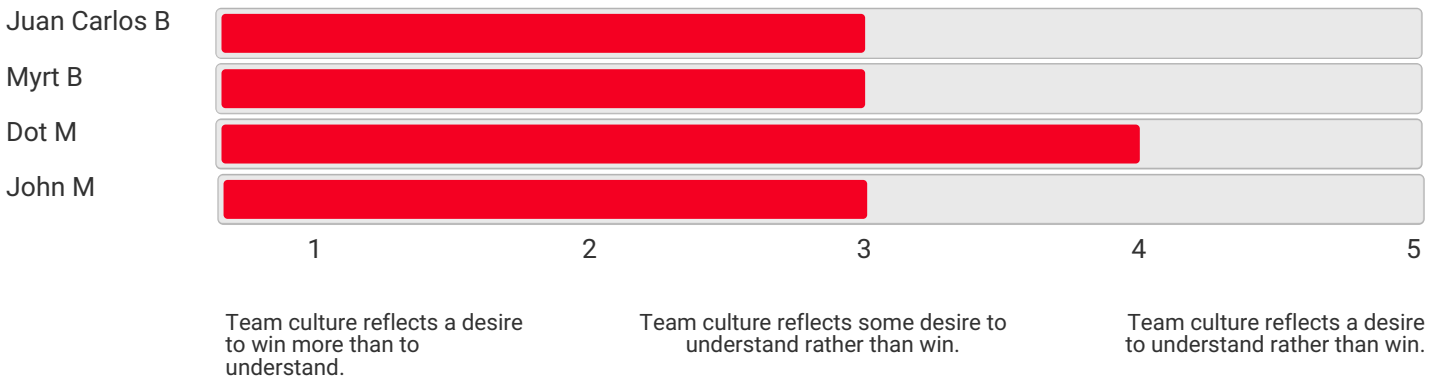
**Domain Average**



**1) How are differences and conflicts handled on your team?**



**2) People seek to understand more than they seek to win.**



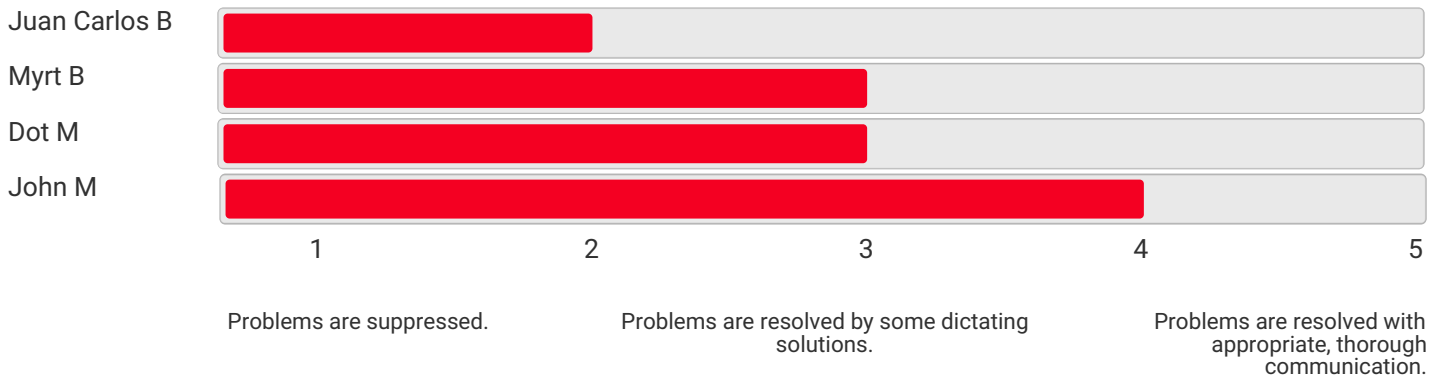


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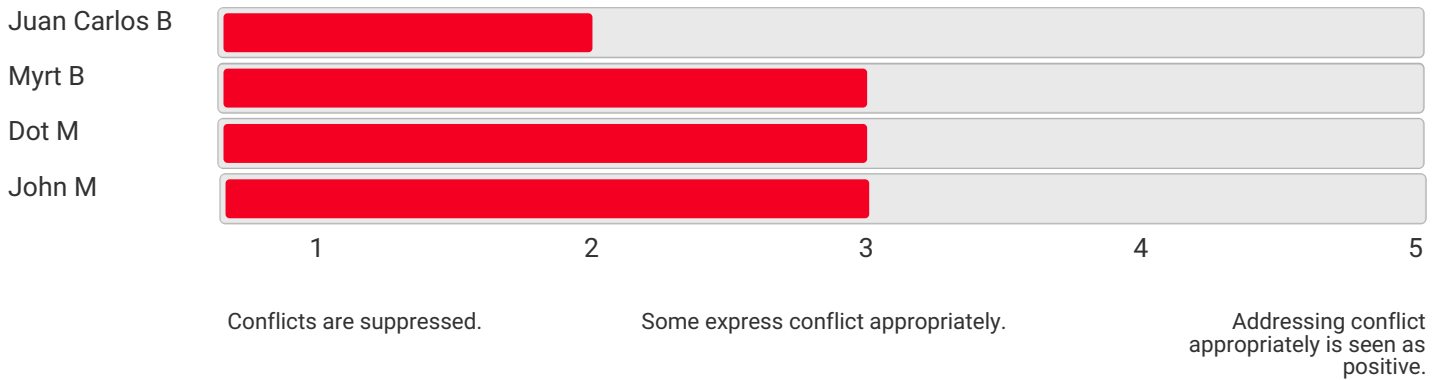
## Conflict Resolution (Continued)

### Conflict Resolution

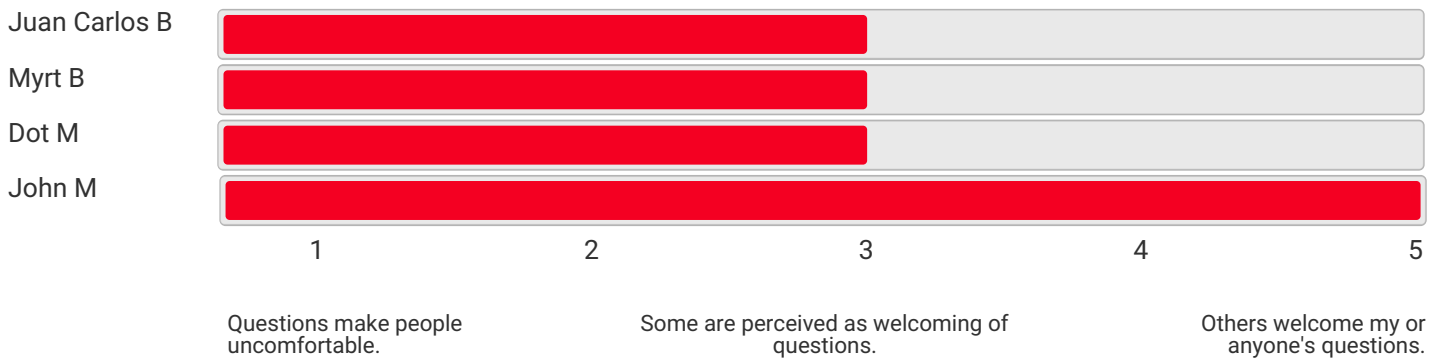
#### 3) Problems are resolved through mutual effort, open communication and understanding.



#### 4) Conflicts are appropriately expressed.



#### 5) Team members are comfortable for other team members to raise questions.



### Conflict Resolution

#### 6) What will help you be better at resolving conflict appropriately?

Juan Carlos B      Not allowing negative feelings to build up.

Myrt B                Prayer and well thought out conflict resolution, bringing up conflict with an effort to resolve rather than vent.

Dot M                 Feeling really connected. open and loving with my team.

John M                More patience and probably a mediator.

#### 7) What does your team need to do to resolve conflict more effectively?

Juan Carlos B      Work on talking to each other about negative feelings.

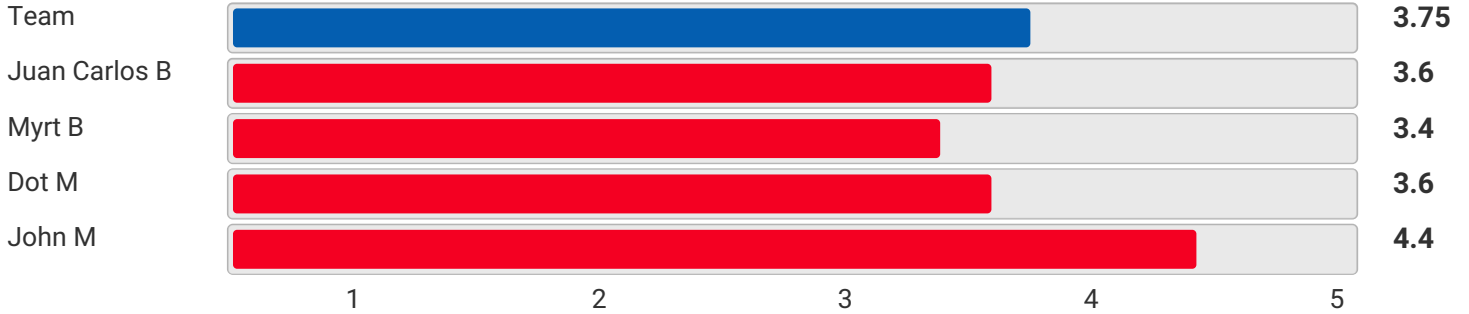
Myrt B                Build trust through open and accepting communication and supportive attitudes.

Dot M                 More communication/more positive talk/honesty.

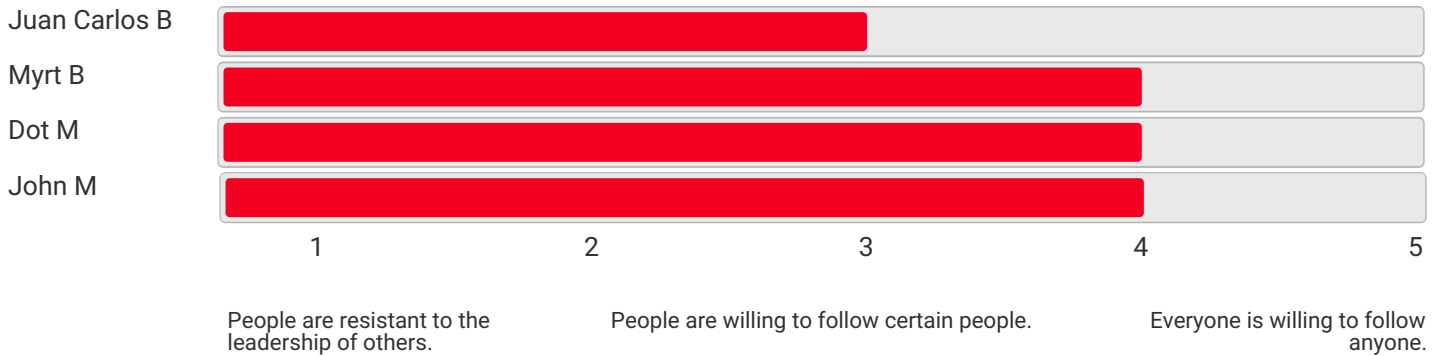
John M                Seek to not get feelings hurt and understanding.

### Leadership

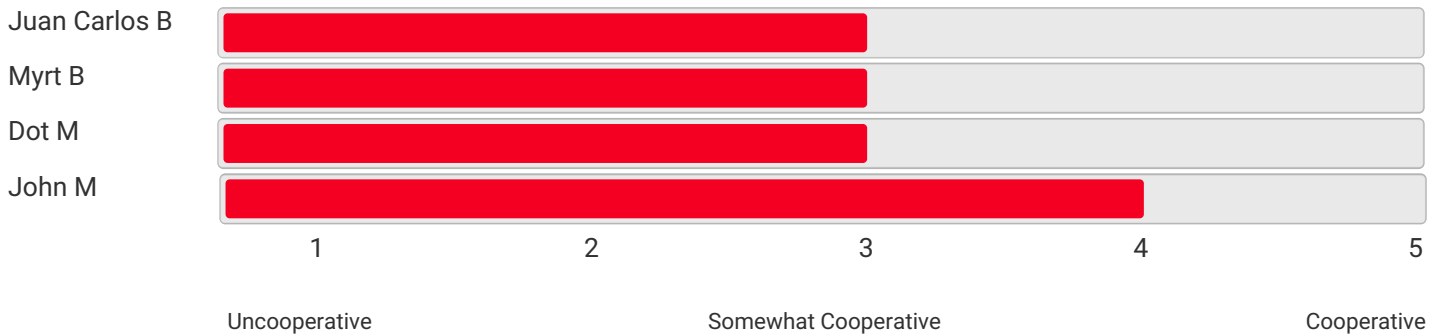
**Domain Average**



**1) Are team members willing to follow someone else's leadership?**



**2) Describe your team's management atmosphere.**





### Leadership

#### 6) In what areas are you willing to take a lead?

Juan Carlos B Areas that I feel are appropriate at the time.

Myrt B In any way that is communicated to me as needed, or any situation that I see I am needed where my leadership can be effectively used

Dot M Whatever is needed: keeping up with the blog, thanking, etc.

John M Team vision and meetings.

#### 7) What aspects of leadership does your team need to talk about?

Juan Carlos B

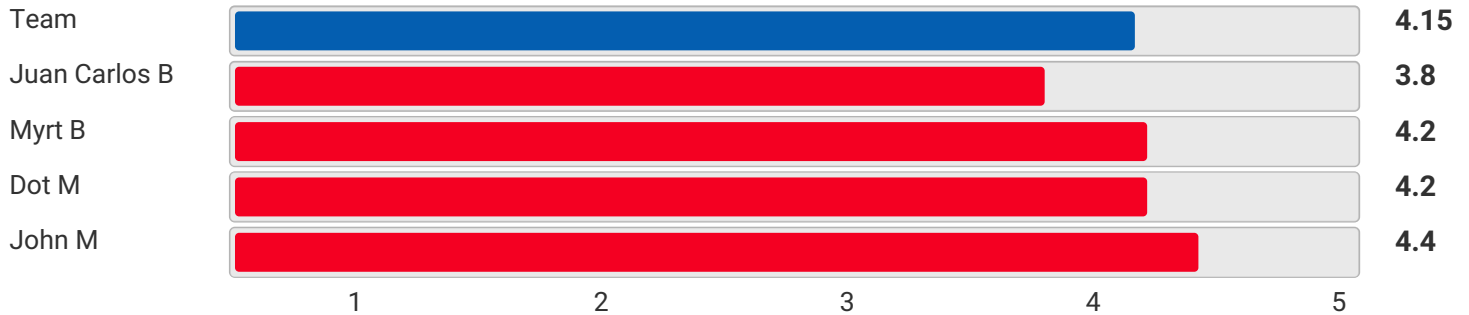
Myrt B We need to talk [about] the satisfaction or lack of with leadership tendencies and make sure everyone is ok to see if we need to make changes or work harder at certain leadership issues.

Dot M Who is responsible for what.

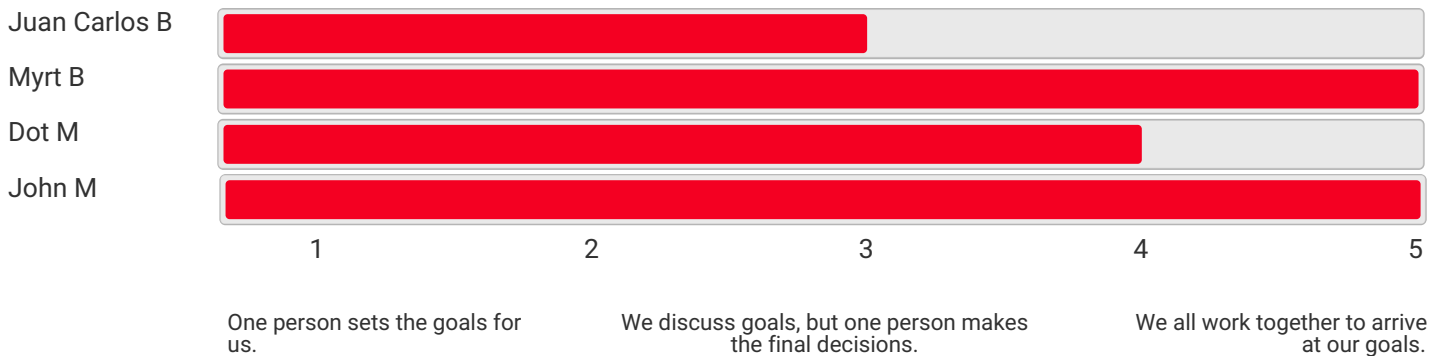
John M Better distribution of assignments.

### Decision Making

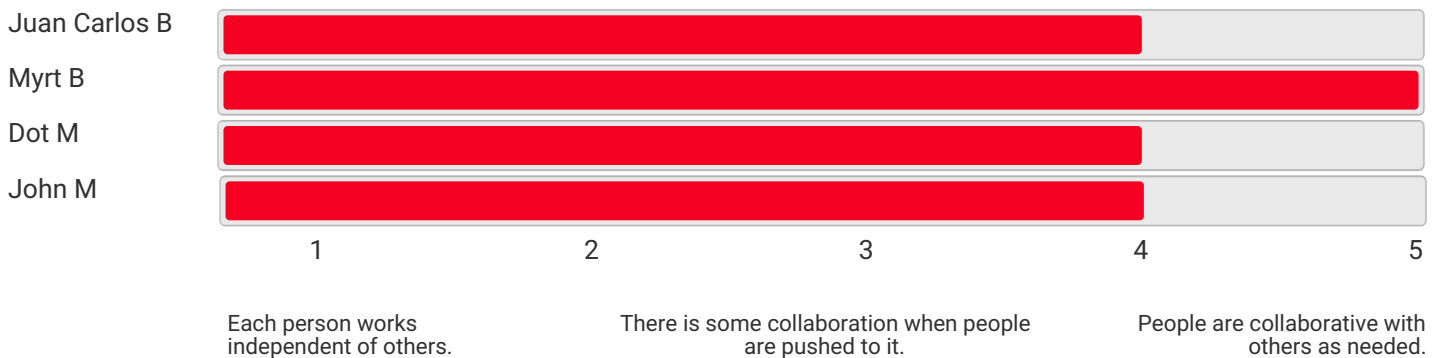
#### Domain Average



#### 1) How does your team establish goals?



#### 2) How broadly do people collaborate with each other?



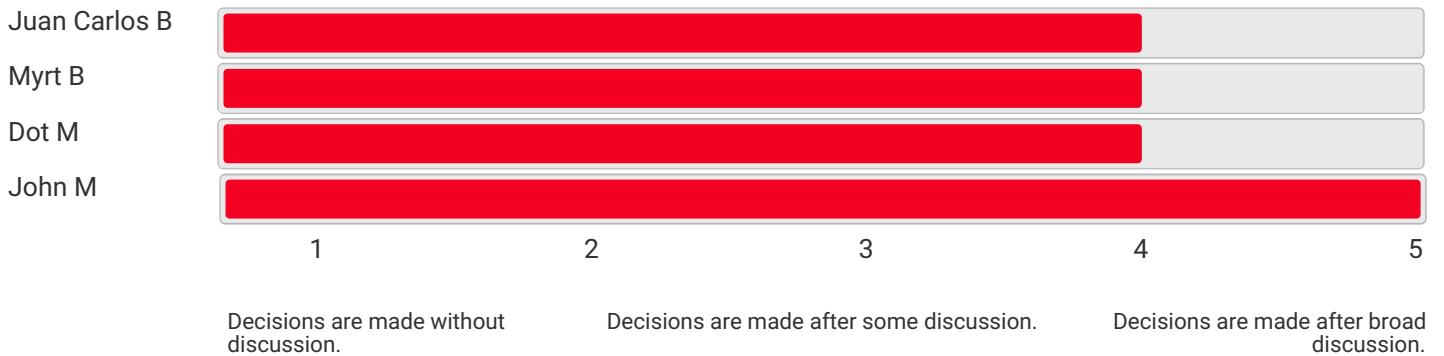


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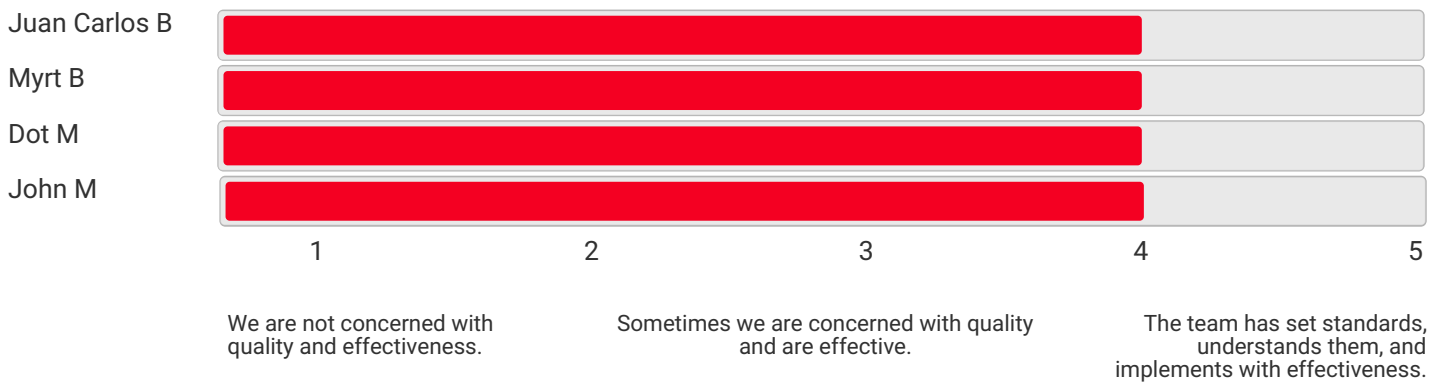
## Decision Making (Continued)

### Decision Making

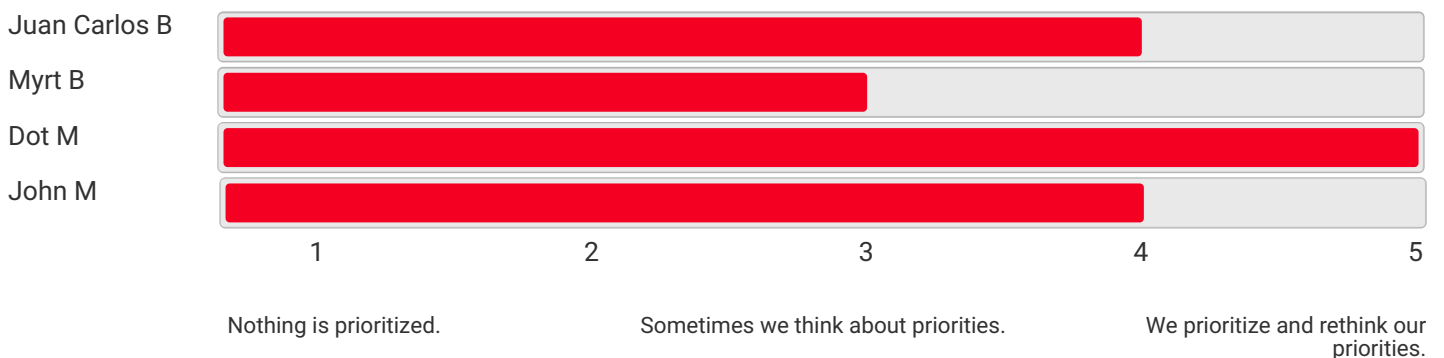
#### 3) What is your team's process for making decisions?



#### 4) Standards of quality and effectiveness have been set, are reasonable, and well understood by all.



#### 5) Priorities are realistic, established, and change in a timely and appropriate manner.



### Decision Making

#### 6) What part of your team process troubles you?

Juan Carlos B      Suppression of negative feelings.

Myrt B              Communication in the decision making process and taking time to discuss issues in person before making decisions.

Dot M              That we don't communicate enough.

John M             Infrequent meetings.

#### 7) What is one thing your team can do to improve the decision making process?

Juan Carlos B      Weekly team meetings.

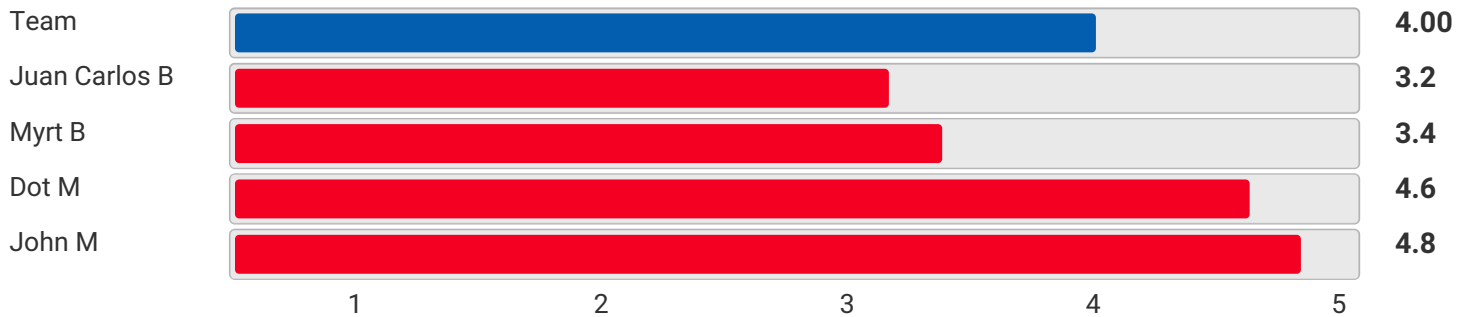
Myrt B              Weekly team meetings.

Dot M              Talk to each other more.

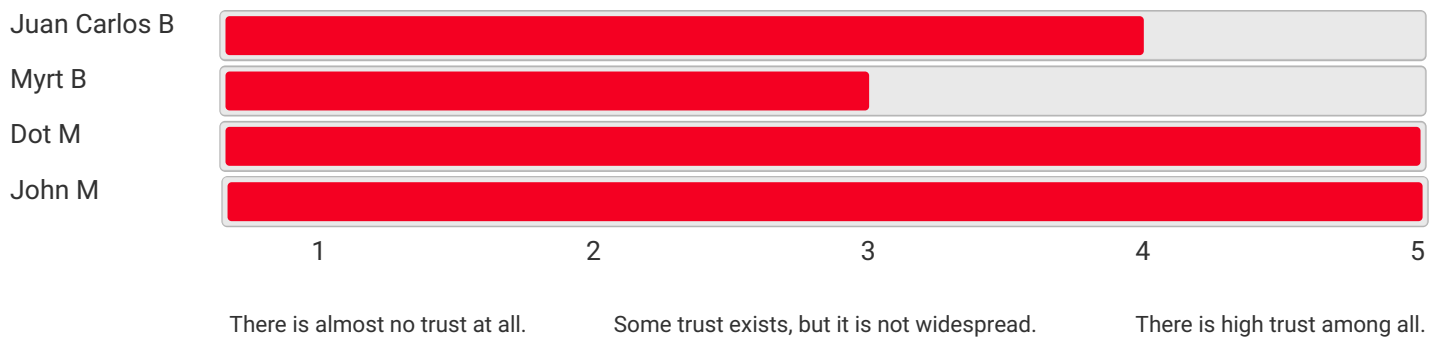
John M             Meeting all together more.

### Trust and Openness

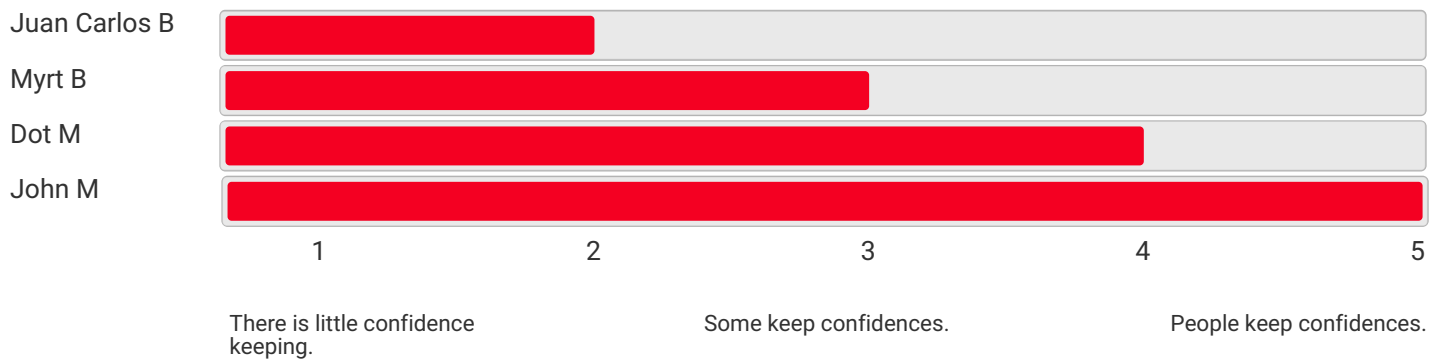
#### Domain Average



#### 1) Do people trust each other to carry out assignments?



#### 2) How much do people reveal trustworthiness by keeping confidences?

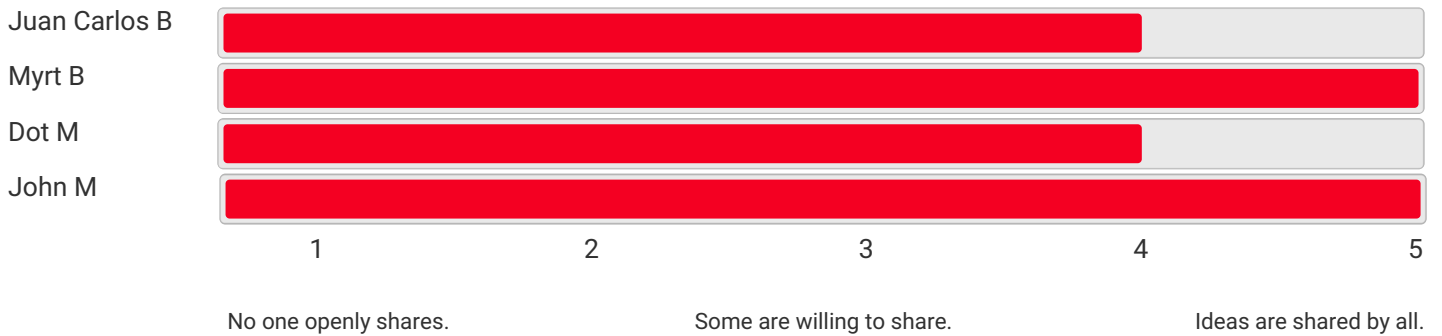


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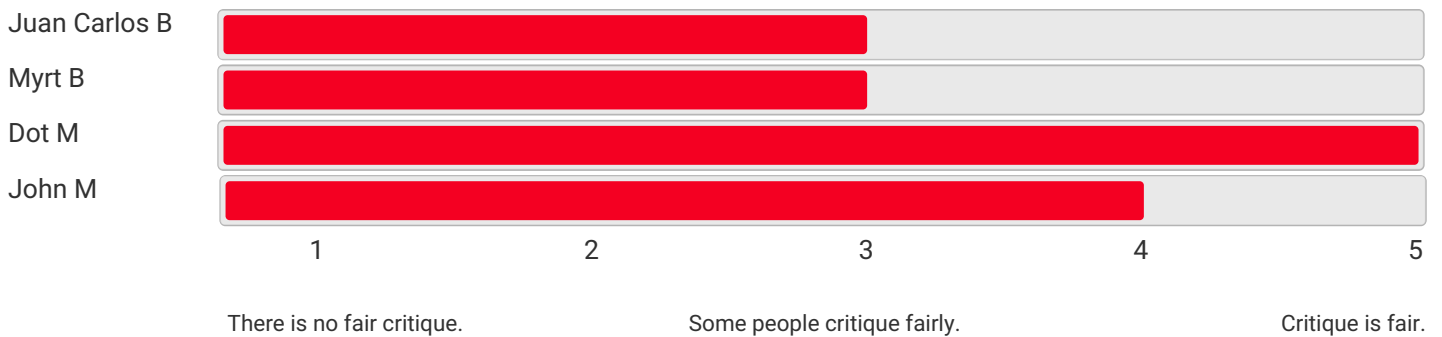
## Trust and Openness (Continued)

### Trust and Openness

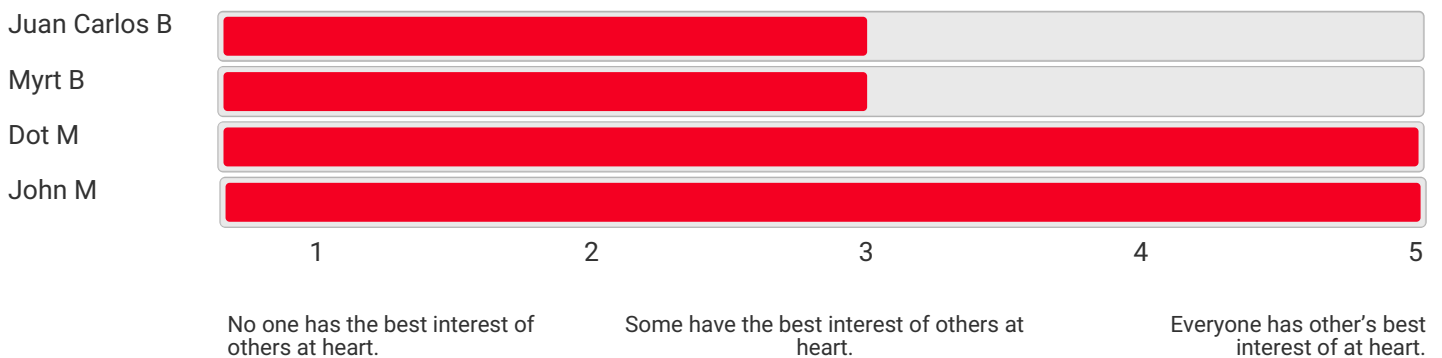
#### 3) How much do people demonstrate openness and share their ideas?



#### 4) Does the team demonstrate fairness in giving critiques?



#### 5) Do team members trust that other members have their best interest at heart?



### Trust and Openness

#### 6) What makes it difficult for you to trust your teammates?

Juan Carlos B      Past misconceptions about me and my ethics.

Myrt B                Fear of judgement and knowing that in the past some judgements were made off wrongful assumptions, as well as conflict being handled in an unproductive and hurtful way in the past and being fearful of that happening again

Dot M                 I think because we have different views and ways of doing things.

John M                Mainly miscommunications.

#### 7) What is your best suggestion for helping to build trust in your team?

Juan Carlos B      Seeking advice from others.

Myrt B                Prayer and making intentional effort to have supportive and loving attitudes when dealing with issues that may be difficult to talk about.

Dot M                 Praying together, talking more together.

John M                Talking things out more.

## PATH Forward

Being a successful team requires team members to assess their strengths and address their challenges.

**1. What are your team's 3 greatest strengths?**

**2. List and prioritize your team's 3 greatest challenges.**

**3. What action steps will move your team forward to maximize strengths and address challenges?**

Challenge #1 Action Steps:

What team strengths will help you address this challenge?

Challenge #2 Action Steps:

What team strengths will help you address this challenge?

Challenge #3 Action Steps:

What team strengths will help you address this challenge?

**Celebrate your team and be thankful.**