Team
DyNAmics
Report©

Average Team
29/01/2020

powered by

Clarity4D
clear colourful communication

Category Average Percentage

Team **DyNAmics** Report©

66% 64%
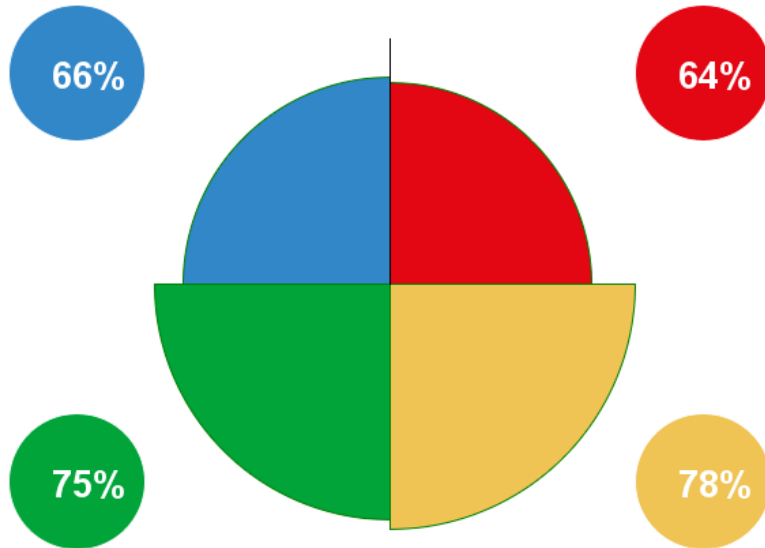
Respondents: 10
Team DyNAmics Effectiveness: 71%

75% 78%

🔴 **Strategic Action**
🔵 **Framework Mapping**
🟡 **Creative Interactions**
🟢 **Coactive Connections**

Top 8 Elements

🟡 **Environment**	**87%**	
🟢 **Commitment**	**83%**	
🟢 **Trust**	**80%**	
🔵 **Roles & Skills**	**77%**	
🟡 **Collaboration**	**77%**	
🟡 **Transformation**	**73%**	
🟢 **Diversity**	**73%**	
🔴 **Decision-Making**	**73%**	

Bottom 8 Elements

|		
🟡 **Communication**	**73%**	
🔵 **Processes**	**67%**	
🔵 **Planning**	**67%**	
🔴 **Accountability**	**67%**	
🟢 **Team Meetings**	**63%**	
🔴 **Purpose**	**63%**	
🔴 **Vision**	**53%**	
🔵 **Reflection**	**53%**	

The Team DyNAmics Report is produced based on the perception of individual respondents and holds up a mirror on how effective teamwork is. The 48 statements answered, feed into 16 Elements, 3 statements per Element. These 16 Elements feed into 4 Categories, 4 per Category.

The Team DyNAmics Effectiveness percentage represents the overall perception of how effective teamwork is.

Tasks vs Relationships
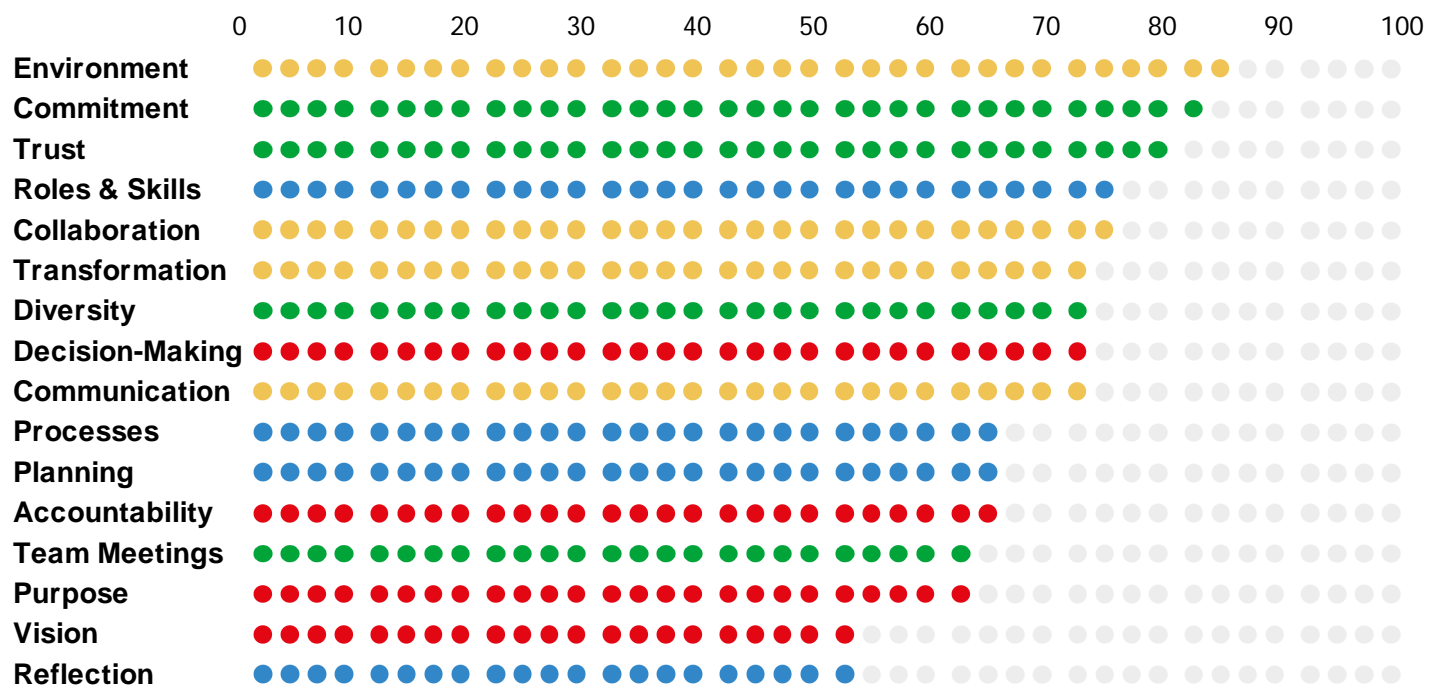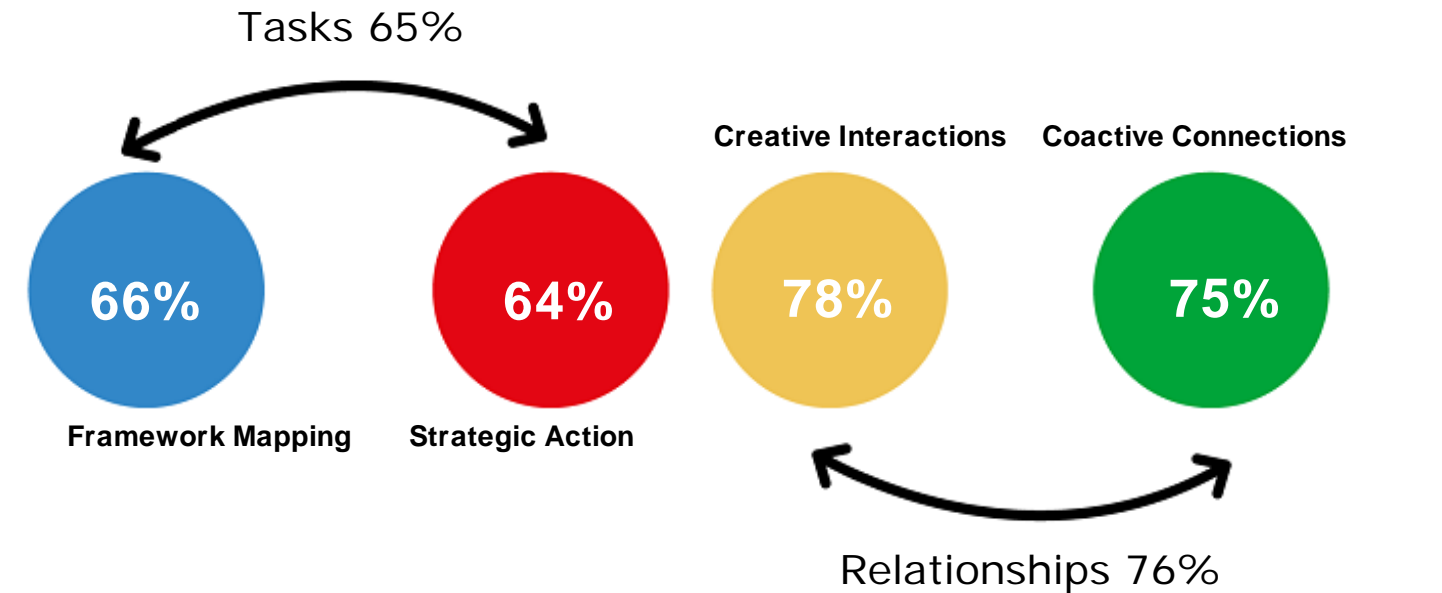
Tasks 65%

Creative Interactions **Coactive Connections**

| 66% | 64% | 78% | 75% |

Framework Mapping **Strategic Action**

Relationships 76%

	0	10	20	30	40	50	60	70	80	90	100
Environment											
Commitment											
Trust											
Roles & Skills											
Collaboration											
Transformation											
Diversity											
Decision-Making											
Communication											
Processes											
Planning											
Accountability											
Team Meetings											
Purpose											
Vision											
Reflection											

● **Strategic Action**

● **Framework Mapping**

● **Creative Interactions**

● **Coactive Connections**

Element Order

The graph above is a visual representation of how the 16 Elements have been ranked, from highest at the top to lowest at the bottom. The colours provide an indication as to whether similar Elements are clustered together or spread out.

These Elements, feed into the Tasks and Relationships percentages at the top of the page. The percentages provide an understanding of whether there is an imbalance between the Tasks and Relationships related Elements.

Team Effectiveness % Levels

This page will provide you with a better understanding of how your team perceives their teamwork and what your focus should be from the results in your report.

High-Performing: 85%+

The Elements that are in the high-performing range are perceived to be working very well within the team, however, this does not mean that the team should be complacent about these areas of their teamwork. Consider celebrating these areas of teamwork, whilst also exploring with the team how you can continue to use them effectively, and perhaps enhance them even further.

Good: 76% - 84%

These Elements are working effectively, and with some time and effort from the team, can readily become high-performing Elements. It would be worthwhile reviewing and discussing these Elements, to agree what practical ideas and solutions could be implemented, to nudge them into the high-performing band.

Average: 66% - 75%

These Elements indicate that the team is not fulfilling its potential, and whilst they are working OK, it would not take much negative change for them to become areas of developing teamwork. Initially, it may be worthwhile focussing on those Elements that are the lowest in this banding, and working on how to make them more effective.

Developing: 65% and below

The team has perceived problems in these Elements and time and effort needs to be put in to understand the root cause of issues, and wider implications, that may also affect other areas of teamwork. These Elements are the ones that should be worked on first and foremost.

Summary

On the following pages, you will find the in-depth responses to the 48-statements, grouped into their appropriate Elements, showing the percentage score for each statement, the average for the Element and additionally, the spread of scores. This information will assist you in having focussed, open and honest discussions, as a team, to support you in achieving high-performance and even greater success.

Strategic Action (64%)

Accountability
Individuals taking personal responsibility for their actions and behaviours.

Decision-Making
Clarity about who has the authority to make what decisions and when.

Purpose
The understanding of why the team exists, what this enables and the benefits this delivers.

Vision
The longer-term, aspirational view of what the team would like to achieve.

Strategic Action

		Score		
Accountability (67%)	**Average**	**Min**	**Max**	**Rank**
Individuals take personal responsibility for their actions	60%	6	6	36
We fail and succeed as a team	70%	7	7	17
We are held accountable by other team members	70%	7	7	17
Decision-Making (73%)	**Average**	**Min**	**Max**	**Rank**
People have appropriate authority to make decisions	70%	7	7	17
I know who to speak to if I cannot make a decision	70%	7	7	17
When a decision is made, the whole team commit to it	80%	8	8	5
Purpose (63%)	**Average**	**Min**	**Max**	**Rank**
I know what I need to do to support the delivery of team objectives	60%	6	6	36
Everyone knows our team objectives and purpose	70%	7	7	17
I have regular meetings to review progress against my objectives	60%	6	6	36
Vision (53%)	**Average**	**Min**	**Max**	**Rank**
We have an inspirational and aspirational vision for our team	60%	6	6	36
We all know what our team vision is	50%	5	5	45
Our vision adds value to the wider organisation	50%	5	5	45

Framework Mapping (66%)

Planning
Knowing what needs to be done, by whom and by when.

Processes
The rules, regulations and guidelines by which tasks are achieved.

Reflection
Reviewing what has happened within your team, to learn from things that have gone well and not so well.

Roles & Skills
Understanding who is best suited to undertake a task, both technically and behaviourally.

Framework Mapping

	Score			
Planning (67%)	**Average**	**Min**	**Max**	**Rank**
We all have the opportunity to be involved in developing our team plans	60%	6	6	36
We have team plans that are regularly reviewed and updated	70%	7	7	17
We have robust, accurate information to enable us to review our team performance	70%	7	7	17
Processes (67%)	**Average**	**Min**	**Max**	**Rank**
We have clearly documented procedures in our team	60%	6	6	36
We have processes in place that are effective and support what we do	70%	7	7	17
I have the systems and tools to do my job effectively	70%	7	7	17
Reflection (53%)	**Average**	**Min**	**Max**	**Rank**
My performance is discussed and changes agreed regularly	50%	5	5	45
Mistakes are seen as opportunities to do things differently in the future	50%	5	5	45
We regularly reflect and review our performance as a team	60%	6	6	36
Roles & Skills (77%)	**Average**	**Min**	**Max**	**Rank**
I understand the purpose of my role and how it support team objectives	70%	7	7	17
I frequently discuss my learning and development needs to help me develop	80%	8	8	5
I understand what other team members do and skills they have	80%	8	8	5

Creative Interactions (78%)

Collaboration
A joint effort between individuals, whereby the skills and knowledge of more than one person is required to achieve a common goal.

Communication
The life-blood of the team, enabling information to be shared, ideas generated, discussed and decisions made.

Environment
The atmosphere and culture that exists in the working environment.

Transformation
The implementation of ideas to change how things are done to become more effective and efficient.

Creative Interactions

		Score		
Collaboration (83%)	**Average**	**Min**	**Max**	**Rank**
We work well as a team to deliver results	70%	7	7	17
Team members put team success above personal success	80%	8	8	5
Support is readily given when a colleague needs it	80%	8	8	5
Communication (73%)	**Average**	**Min**	**Max**	**Rank**
Everyone has the opportunity to speak up and be heard	70%	7	7	17
I receive the information I need, to support what I do, in a timely fashion	80%	8	8	5
Communication within the team is open and honest	70%	7	7	17
Environment (87%)	**Average**	**Min**	**Max**	**Rank**
There is a good working culture and atmosphere	90%	9	9	1
The needs of individuals are recognised	90%	9	9	1
We collectively celebrate the success we have as a team	80%	8	8	5
Transformation (73%)	**Average**	**Min**	**Max**	**Rank**
We are encouraged to find more effective ways of working	80%	8	8	5
New ideas are valued and appreciated	70%	7	7	17
We make time to explore and discuss new ways of doing things as a team	70%	7	7	17

Coactive Connections (75%)

Commitment
The energy, effort and time that individuals are prepared to invest in the team for it to achieve success.

Diversity
The recognition and appreciation of differences between individual team members in their behaviours, styles and skills.

Team Meetings
The mechanism by which regular communication occurs between team members at an agreed time and with an agreed format.

Trust
The emotional bond that glues the team together.

Coactive Connections

		Score		
Commitment (83%)	**Average**	**Min**	**Max**	**Rank**
I feel proud to be part of the team	80%	8	8	5
Team members are commited to the success of the team	90%	9	9	1
Individuals have a loyalty towards the team	80%	8	8	5
Diversity (73%)	**Average**	**Min**	**Max**	**Rank**
I am appreciated by team members, for who I am and what I deliver	70%	7	7	17
Differences of opinion, in our team, are expressed in an adult way	70%	7	7	17
Uniqueness in behavioural style is valued and encouraged	80%	8	8	5
Team Meetings (63%)	**Average**	**Min**	**Max**	**Rank**
Our team meetings are effective and produce actions	70%	7	7	17
Relevant information is provided in good time to prepare for team meetings	60%	6	6	36
Our team meetings start and end on time	60%	6	6	36
Trust (80%)	**Average**	**Min**	**Max**	**Rank**
I feel comfortable sharing my views with other team members	80%	8	8	5
I feel comfortable talking about how I am feeling with my colleagues	90%	9	9	1
In our team, ideas are challenged, not individuals	70%	7	7	17

Team DyNAmics - Action Plan

Track
Having read your Team DyNAmics Report, what are your summary observations and conclusions?

Evaluate
Having read and discussed the detail of the report with your colleagues in your team, what are the Elements that you have decided need to be worked on to increase your team effectiveness?

Amend
What practical ideas have you and your colleagues discussed and agreed to implement?

Monitor
Based on the ideas that you have agreed to implement, who is responsible for taking action and by what date has it been agreed to be implemented by?

Based on the above, when do you think that your team should re-measure progress by retaking the Team DyNAmics Report?

What other teams in your organisation do you think would benefit from completing a Team DyNAmics Report?