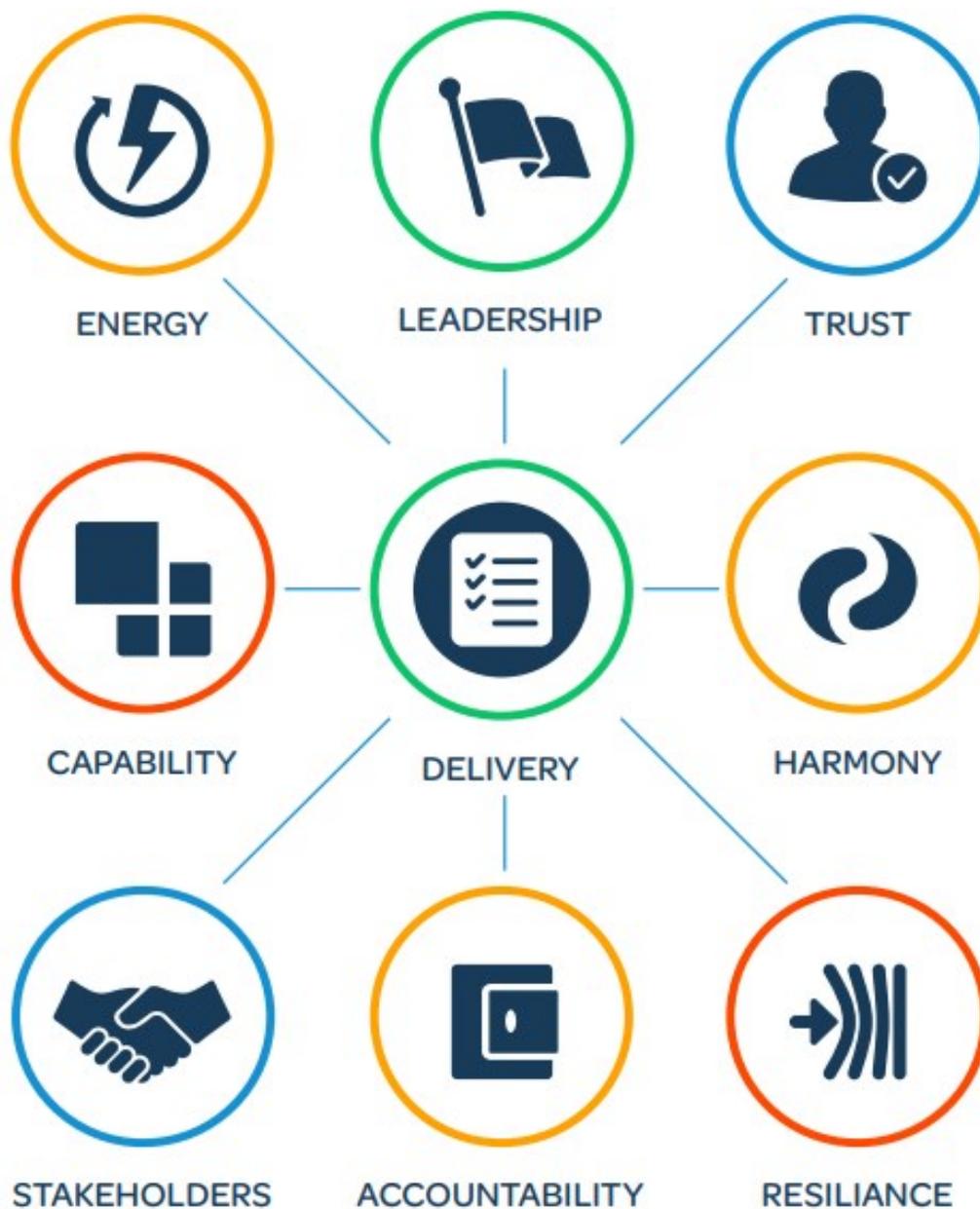


TEAMLYTICA

Powering Team Performance

Default Team – Team Free Report

January 2020



Your Team's Cohesion Index

Introduction

Welcome to your free TeamLytica summary report. It provides you with an overview of how your team works together and how cohesive they are. It includes:

- Cohesion Index 1
- Report and scoring explanation 2
- Summary Category Scores 3

The full report can be accessed by upgrading online. It provides detailed scoring across all questions, both team stress and morale indicators and commentary and actions to improve team cohesion and performance. It includes:

- Stress and Morale Indicators
- Team Urgent Actions
- Team Strengths - top scoring questions
- Category and questions scores, observations and actions
- Team comments

Log in to your dashboard at any time to upgrade.

What is Team Cohesion?

Team cohesiveness is a term that simply defines how well your team works as one. It covers everything from communication to coordination and is an integral feature of any successful business. For team members, strong levels of cohesion make it easier to trust colleagues, builds morale and promotes a sense of reassurance. From a team leader's perspective, cohesive teams tend to be more productive as barriers are reduced and outputs increased.

Your Team's Cohesion Index

Your team has scored highly across the whole questionnaire and thus delivered a green score. This is an excellent result and should be demonstrated by a team that works very well together and delivers high levels of output or results.

Should this not be the case then you need to work through the report with the team to understand where this over-confidence comes from and realign their self-analysis.

If they are a high-performing team then congratulations. The challenge now is to maintain the momentum and keep these scores at a high level. Pushing the team forward to achieve more is well within their capabilities. Keep challenging, supporting and encouraging to allow them to realise their potential.



Scoring Explanation

Question and Category Scoring



There are nine categories in the report which are all inter-linked areas that affect teams and how they perform. Each category contains six questions that the team have answered by scoring on a scale on one to ten (ten being the highest). The system then takes these scores and averages out responses to give a horizontal bar graph for each question and a summary bar graph for each category.

For ease of reading, we use the RAG system:

- Red: Low scoring questions are those which have averaged a score below 6 across all respondents
- Amber: medium scoring questions of between 6 and 8
- Green: high scoring for all responses above 8.

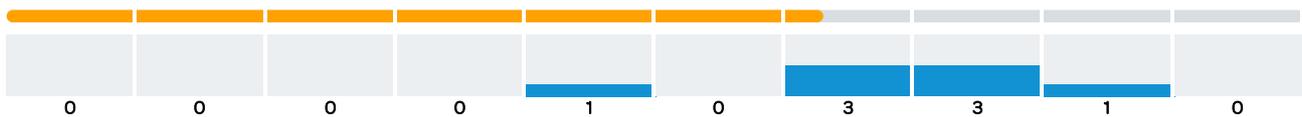
Q53. We happily share information with other teams



● Low < 6 ● Medium 6-8 ● High > 8

Disparity Scores

Q53. We happily share information with other teams



Each question and category score also reveals the disparity of responses. We do not reveal who scored what but, we do show how many scores were received at each level. This helps you understand whether the team are thinking roughly as one unit (whether R, A or G) or whether they have a large spread of responses. This is the story behind the scores.

Commentary

Each category page has an accompanying text page which is split into three sections. Section one is a brief static explanation of the category and how it relates to teams. The second section is a variable section based on the scores you have achieved. It will provide some commentary on the score in the context of the report. The third and final section provides some suggested actions you might consider given the scores you received.

Your Team Summary

	Delivery and Results The team commits to doing the right things and then delivers on what's been agreed.	9.3
	Leadership The team commits to doing the right things and then delivers on what's been agreed.	9.2
	Harmony The team commits to doing the right things and then delivers on what's been agreed.	9.1
	Trust The team commits to doing the right things and then delivers on what's been agreed.	9.2
	Stakeholders The team commits to doing the right things and then delivers on what's been agreed.	9.2
	Capability The team commits to doing the right things and then delivers on what's been agreed.	9.2
	Energy & Morale The team commits to doing the right things and then delivers on what's been agreed.	9
	Accountability The team commits to doing the right things and then delivers on what's been agreed.	7.8
	Resilience The team commits to doing the right things and then delivers on what's been agreed.	9.1

● Low <6 ● Medium 6-8 ● High >8