



Sample Team **Sample Team**

Feedback Report
6/4/2009

About This Survey

Sample Team, 6/4/2009

This multi-rater survey is designed to assist your team in assessing and developing its effectiveness. As an aggregated report of the perceptions of the members of the team, it is intended to:

- Help your team identify its strengths and areas for improvement
- Enable the individual members of the team to better understand each others' perspectives
- Serve as a quantitative baseline for the team's progress over time
- Catalyze constructive discussions about how the team can be more effective
- Demonstrate that the team is open to feedback and committed to continuous improvement

Rater Groups That Provided Feedback

Rater Group	# of Respondents (n)	# Invited to Participate
Team November 2008	6	7

About The Rating Scale

Scale Option	Assigned Value
n/a	0
strongly disagree	1
disagree	2
neutral	3
agree	4
strongly agree	5

Reverse scored items: In order to make safeguard against response bias and to ensure that respondents read each question carefully, questions 3 and 6 in each category are negatively worded. In the final report, they are "reverse scored", meaning that the response that was given is subtracted from 6. This reverse scoring ensures that in the final report, higher scores are always better. For example, if a respondent answers question 3 "There is ambiguity on the team about what different team members are responsible for" with a "1" for "strongly disagree", that is reported as a 5. If the respondent answered "5" for "strongly agree" with question 3, that is reported as a 1.

Team Competency Profile

Sample Team, 6/4/2009

The Competency Profile radar chart below shows scores with each rating group across all Competencies. Radar charts are useful in easily spotting gaps between Rater groups' ratings of a team. More favorable scores fall toward the outside of the chart.



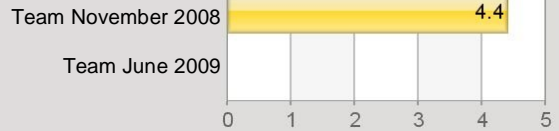
Competency Summary

Sample Team, 6/4/2009

Summary of all competency groups sorted by Rater group.

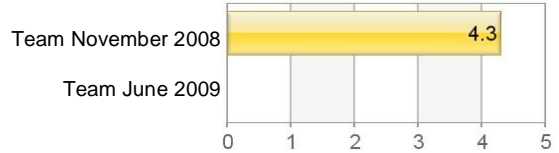
Clarity

- The team's function and purpose is clear
- Individual roles, responsibilities and levels of authority are clear
- There is ambiguity on the team about what different team members are responsible for (Reverse Scored Item)
- The team as a whole receives clear feedback about its performance
- Individuals on the team receive clear feedback about their performance
- It is unclear what the team is collectively accountable for (Reverse Scored Item)
- It is clear why the team is structured the way it is
- The clarity of roles and responsibilities is becoming clearer over time



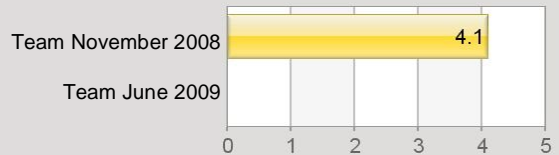
Commitment and cohesion

- The members of the team are committed to the team's success
- Members of the team enjoy, and are energized by, working with one another
- The members of the team do not trust one another (Reverse Scored Item)
- Individuals on the team are willing to sacrifice their individual interest for the good of the team as a whole
- Members of the team feel a strong sense of collective accountability and interdependence
- There are unproductive personal tensions between individual members of the team (Reverse Scored Item)
- This is one of the most cohesive teams I have worked on in my career
- Our ability to effectively collaborate with one another is increasing over time



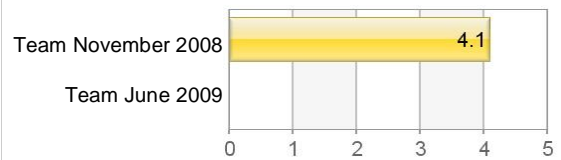
Communication

- People on the team do their best to keep one another in the loop
- There is open communication and people speak up and share their true feelings and concerns
- It is unclear where members of the team stand on important issues (Reverse Scored Item)
- Members of the team listen to one another and verify their shared understanding
- The team speaks with one voice to the rest of the organization about critical issues
- There are often 'elephants in the room' and tensions and conflicts that the group does not surface or resolve (Reverse Scored Item)
- When people disagree with one another, they do so in a constructive and respectful manner
- The team's communication is improving over time



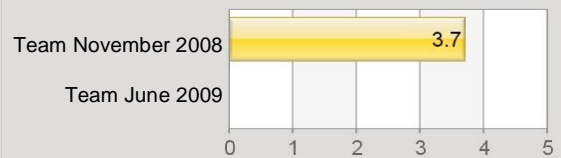
Meetings

- The team's meetings are efficient and effective
- The team successfully structures its meetings most of the time
- Members of the team often wonder why issues discussed in team meetings can't be resolved offline (Reverse Scored Item)
- It is clear during meetings who has what role and why
- At the end of meetings, accountabilities and next steps are clear to everyone
- Team meetings are characterized by a high degree of dissatisfaction and frustration (Reverse Scored Item)
- Important decisions get made during the team's meetings
- The team's meetings are becoming more efficient and effective over time



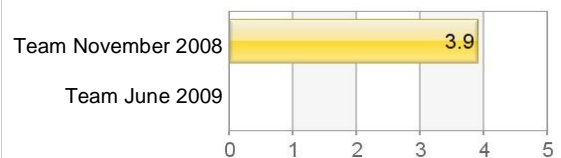
Decision making

- The team arrives at decisions that are generally better than if decisions had been made by individuals on the team
- The team generally learns from bad decisions and does not repeat them
- The team takes too long to make decisions and misses opportunities as a result of delays (Reverse Scored Item)
- The team uses a good process for decision making, considering a wide enough set of scenarios and contingencies
- The team as a whole delegates the decisions to the appropriate individual members of the team
- The team rushes to judgment and makes decisions without having fully analyzed potential risks and rewards (Reverse Scored Item)
- Decisions are not made before everyone on the team has had an opportunity to share a point of view
- The quality of the team's decision making is improving over time



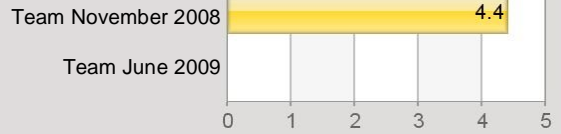
Self awareness

- Individual members of the team are self-aware about how they come across to others
- Members of the team explicitly point out when the team has shifted strategy or direction
- The team does not recognize when it is repeating strategies or tactics that have not worked in the past (Reverse Scored Item)
- Members of the team admit mistakes, apologize, and share learnings with one another
- The team engages in periodic process checks to discuss how things are going
- The team approaches tasks mindlessly, as if on autopilot (Reverse Scored Item)
- Individual members of the team are becoming more self aware over time
- The team is becoming more self aware over time



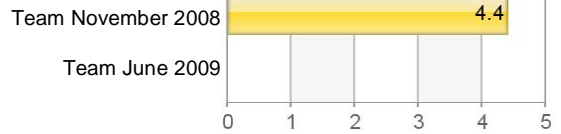
Norms

- The team has developed good norms for most important aspects of the team's interactions
- The team is willing to change its strategy and approach in order to adapt to change
- The team does not handle conflict well with other teams or external entities (Reverse Scored Item)
- Differences and diversity are welcomed and validated by the team
- The team celebrates its accomplishments as a team
- The team unfairly singles out certain members for credit when things go well or blame when things go wrong (Reverse Scored Item)
- Meeting and exceeding the needs of internal and/or external customers is a priority for the team
- The norms of the team are improving over time



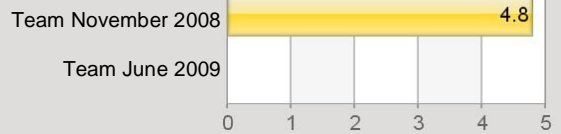
Leadership

- Power in this team is based on expertise rather than position or seniority
- The leader of the team provides coaching and cares about developing the capabilities of the members of the team
- The leader of the team acts too much like a member of the team to be able to effectively lead (Reverse Scored Item)
- Members of the team trust that the leader will be as supportive as possible
- The leader of the team provides support and empowerment to the team
- The team defers too much to its leader and does not make independent decisions (Reverse Scored Item)
- The leader of the team intervenes appropriately to help create an environment which is conducive to high team performance
- The leadership of the team is improving over time



Overall

- I'm glad to be a member of this team
- This team is performing well
- This team's performance is improving over time



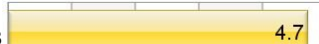



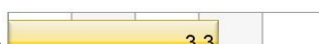



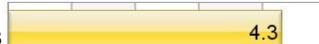



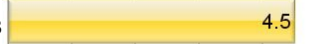





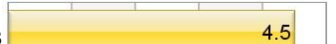







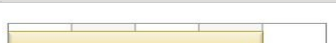



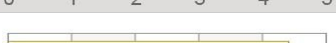

Individual Survey Items

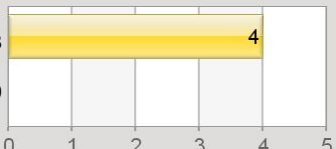
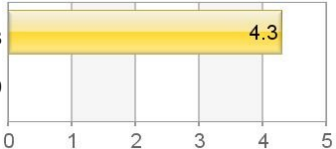
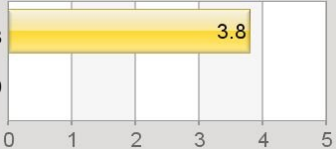
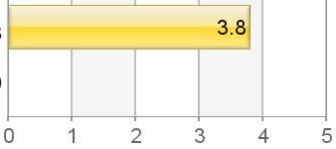
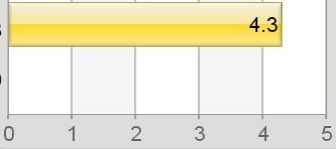
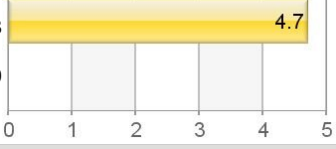

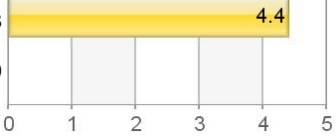
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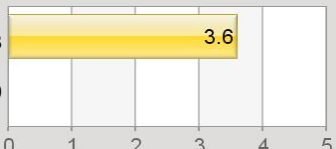
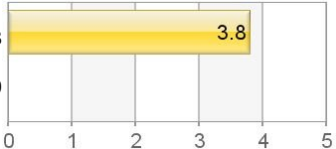
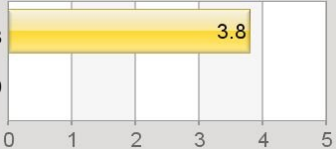
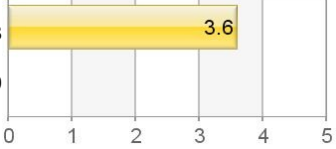
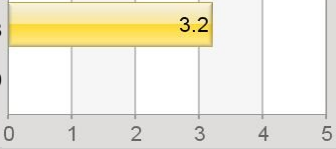
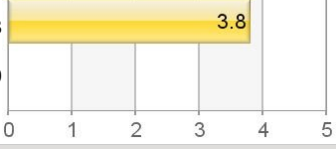
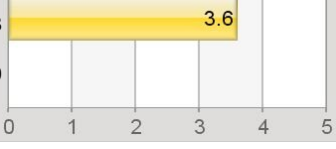
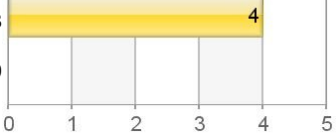
Graphs below show ratings on each survey item, sorted by Rater Group

Survey Item	Responses by Rater Group
<p>Clarity 1. The team's function and purpose is clear</p>	<p>Team November 2008: 4.8 Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>
<p>Clarity 2. Individual roles, responsibilities and levels of authority are clear</p>	<p>Team November 2008: 4.7 Team June 2009: 0</p> <p>Hi Lo n 5 3 6 0</p>
<p>Clarity 3. There is ambiguity on the team about what different team members are responsible for (Reverse Scored Item)</p>	<p>Team November 2008: 4.2 Team June 2009: 0</p> <p>Hi Lo n 5 2 6 0</p>
<p>Clarity 4. The team as a whole receives clear feedback about its performance</p>	<p>Team November 2008: 4.3 Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>
<p>Clarity 5. Individuals on the team receive clear feedback about their performance</p>	<p>Team November 2008: 4.8 Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>
<p>Clarity 6. It is unclear what the team is collectively accountable for (Reverse Scored Item)</p>	<p>Team November 2008: 4.3 Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>
<p>Clarity 7. It is clear why the team is structured the way it is</p>	<p>Team November 2008: 4.2 Team June 2009: 0</p> <p>Hi Lo n 5 3 6 0</p>
<p>Clarity 8. The clarity of roles and responsibilities is becoming clearer over time</p>	<p>Team November 2008: 4.2 Team June 2009: 0</p> <p>Hi Lo n 5 3 6 0</p>


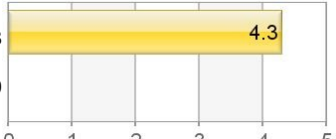
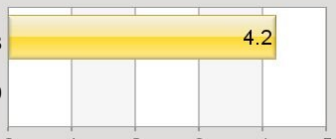
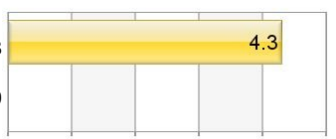
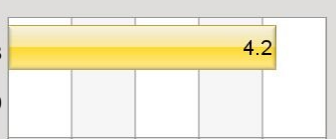
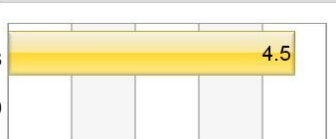
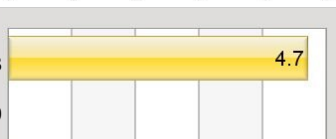
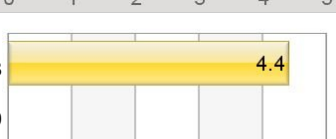
<p>Commitment and cohesion</p> <p>9. The members of the team are committed to the team's success</p>	<p>Team November 2008  4.7</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 4 6 0</p>
<p>Commitment and cohesion</p> <p>10. Members of the team enjoy, and are energized by, working with one another</p>	<p>Team November 2008  4.7</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 4 6 0</p>
<p>Commitment and cohesion</p> <p>11. The members of the team do not trust one another (Reverse Scored Item)</p>	<p>Team November 2008  4.7</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 3 6 0</p>
<p>Commitment and cohesion</p> <p>12. Individuals on the team are willing to sacrifice their individual interest for the good of the team as a whole</p>	<p>Team November 2008  3.3</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 4 2 6 0</p>
<p>Commitment and cohesion</p> <p>13. Members of the team feel a strong sense of collective accountability and interdependence</p>	<p>Team November 2008  3.7</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 2 6 0</p>
<p>Commitment and cohesion</p> <p>14. There are unproductive personal tensions between individual members of the team (Reverse Scored Item)</p>	<p>Team November 2008  4.3</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 2 6 0</p>
<p>Commitment and cohesion</p> <p>15. This is one of the most cohesive teams I have worked on in my career</p>	<p>Team November 2008  4.2</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 3 6 0</p>
<p>Commitment and cohesion</p> <p>16. Our ability to effectively collaborate with one another is increasing over time</p>	<p>Team November 2008  4.5</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 4 6 0</p>

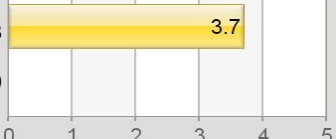
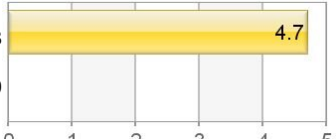
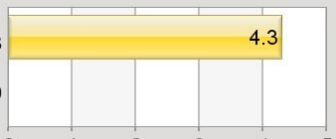
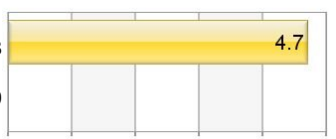
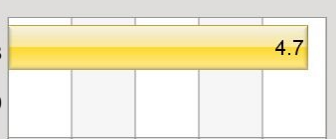
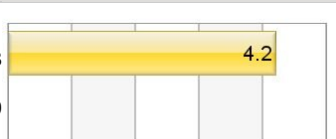
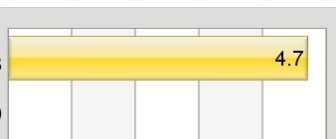
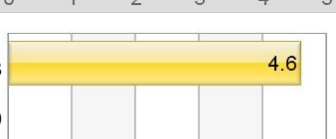
<p>Communication</p> <p>17. People on the team do their best to keep one another in the loop</p>	<p>Team November 2008  4</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 3 6 0</p>
<p>Communication</p> <p>18. There is open communication and people speak up and share their true feelings and concerns</p>	<p>Team November 2008  4.5</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 4 6 0</p>
<p>Communication</p> <p>19. It is unclear where members of the team stand on important issues (Reverse Scored Item)</p>	<p>Team November 2008  4</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 3 6 0</p>
<p>Communication</p> <p>20. Members of the team listen to one another and verify their shared understanding</p>	<p>Team November 2008  4</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 2 6 0</p>
<p>Communication</p> <p>21. The team speaks with one voice to the rest of the organization about critical issues</p>	<p>Team November 2008  3.5</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 2 6 0</p>
<p>Communication</p> <p>22. There are often 'elephants in the room' and tensions and conflicts that the group does not surface or resolve (Reverse Scored Item)</p>	<p>Team November 2008  4</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 2 6 0</p>
<p>Communication</p> <p>23. When people disagree with one another, they do so in a constructive and respectful manner</p>	<p>Team November 2008  4.2</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 2 6 0</p>
<p>Communication</p> <p>24. The team's communication is improving over time</p>	<p>Team November 2008  4.4</p> <p>Team June 2009  0</p> <p>0 1 2 3 4 5</p> <p>Hi Lo n 5 4 6 0</p>

<p>Meetings</p> <p>25. The team's meetings are efficient and effective</p>	 <p>Team November 2008: 4</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 2 6 0</p>
<p>Meetings</p> <p>26. The team successfully structures its meetings most of the time</p>	 <p>Team November 2008: 4.3</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>
<p>Meetings</p> <p>27. Members of the team often wonder why issues discussed in team meetings can't be resolved offline (Reverse Scored Item)</p>	 <p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 2 6 0</p>
<p>Meetings</p> <p>28. It is clear during meetings who has what role and why</p>	 <p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 2 6 0</p>
<p>Meetings</p> <p>29. At the end of meetings, accountabilities and next steps are clear to everyone</p>	 <p>Team November 2008: 4.3</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 3 6 0</p>
<p>Meetings</p> <p>30. Team meetings are characterized by a high degree of dissatisfaction and frustration (Reverse Scored Item)</p>	 <p>Team November 2008: 4.7</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>
<p>Meetings</p> <p>31. Important decisions get made during the team's meetings</p>	 <p>Team November 2008: 3.5</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 2 6 0</p>
<p>Meetings</p> <p>32. The team's meetings are becoming more efficient and effective over time</p>	 <p>Team November 2008: 4.4</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 4 6 0</p>

<p>Decision making</p> <p>33. The team arrives at decisions that are generally better than if decisions had been made by individuals on the team</p>	 <p>Team November 2008: 3.6</p> <p>Team June 2009: 0</p> <p>Hi Lo n 4 3 6 0</p>
<p>Decision making</p> <p>34. The team generally learns from bad decisions and does not repeat them</p>	 <p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n 4 3 6 0</p>
<p>Decision making</p> <p>35. The team takes too long to make decisions and misses opportunities as a result of delays (Reverse Scored Item)</p>	 <p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n 4 3 6 0</p>
<p>Decision making</p> <p>36. The team uses a good process for decision making, considering a wide enough set of scenarios and contingencies</p>	 <p>Team November 2008: 3.6</p> <p>Team June 2009: 0</p> <p>Hi Lo n 4 2 6 0</p>
<p>Decision making</p> <p>37. The team as a whole delegates the decisions to the appropriate individual members of the team</p>	 <p>Team November 2008: 3.2</p> <p>Team June 2009: 0</p> <p>Hi Lo n 4 2 6 0</p>
<p>Decision making</p> <p>38. The team rushes to judgment and makes decisions without having fully analyzed potential risks and rewards (Reverse Scored Item)</p>	 <p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 2 5 0</p>
<p>Decision making</p> <p>39. Decisions are not made before everyone on the team has had an opportunity to share a point of view</p>	 <p>Team November 2008: 3.6</p> <p>Team June 2009: 0</p> <p>Hi Lo n 4 2 6 0</p>
<p>Decision making</p> <p>40. The quality of the team's decision making is improving over time</p>	 <p>Team November 2008: 4</p> <p>Team June 2009: 0</p> <p>Hi Lo n 5 3 6 0</p>

<p>Self awareness</p> <p>41. Individual members of the team are self-aware about how they come across to others</p>	<p>Team November 2008: 4.2</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 5 4 6, 0</p>
<p>Self awareness</p> <p>42. Members of the team explicitly point out when the team has shifted strategy or direction</p>	<p>Team November 2008: 3.2</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 4 2 6, 0</p>
<p>Self awareness</p> <p>43. The team does not recognize when it is repeating strategies or tactics that have not worked in the past (Reverse Scored Item)</p>	<p>Team November 2008: 3.7</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 5 2 6, 0</p>
<p>Self awareness</p> <p>44. Members of the team admit mistakes, apologize, and share learnings with one another</p>	<p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 5 3 6, 0</p>
<p>Self awareness</p> <p>45. The team engages in periodic process checks to discuss how things are going</p>	<p>Team November 2008: 4</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 5 2 6, 0</p>
<p>Self awareness</p> <p>46. The team approaches tasks mindlessly, as if on autopilot (Reverse Scored Item)</p>	<p>Team November 2008: 4.5</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 5 3 6, 0</p>
<p>Self awareness</p> <p>47. Individual members of the team are becoming more self aware over time</p>	<p>Team November 2008: 3.8</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 4 3 6, 0</p>
<p>Self awareness</p> <p>48. The team is becoming more self aware over time</p>	<p>Team November 2008: 4</p> <p>Team June 2009: 0</p> <p>Hi Lo n: 5 3 6, 0</p>

<p>Norms</p> <p>49. The team has developed good norms for most important aspects of the team's interactions</p>	 <p>Team November 2008: 4.5</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 4 6</p> <p>0</p>
<p>Norms</p> <p>50. The team is willing to change its strategy and approach in order to adapt to change</p>	 <p>Team November 2008: 4.3</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 4 6</p> <p>0</p>
<p>Norms</p> <p>51. The team does not handle conflict well with other teams or external entities (Reverse Scored Item)</p>	 <p>Team November 2008: 4.2</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 3 6</p> <p>0</p>
<p>Norms</p> <p>52. Differences and diversity are welcomed and validated by the team</p>	 <p>Team November 2008: 4.3</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 2 6</p> <p>0</p>
<p>Norms</p> <p>53. The team celebrates its accomplishments as a team</p>	 <p>Team November 2008: 4.2</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 3 6</p> <p>0</p>
<p>Norms</p> <p>54. The team unfairly singles out certain members for credit when things go well or blame when things go wrong (Reverse Scored Item)</p>	 <p>Team November 2008: 4.5</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 3 6</p> <p>0</p>
<p>Norms</p> <p>55. Meeting and exceeding the needs of internal and/or external customers is a priority for the team</p>	 <p>Team November 2008: 4.7</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 4 6</p> <p>0</p>
<p>Norms</p> <p>56. The norms of the team are improving over time</p>	 <p>Team November 2008: 4.4</p> <p>Team June 2009: 0</p>	<p>Hi Lo n</p> <p>5 4 6</p> <p>0</p>

<p>Leadership 57. Power in this team is based on expertise rather than position or seniority</p>	 <p>Team November 2008: 3.7 Team June 2009: 0</p>	<p>Hi Lo n 5 2 6 0</p>
<p>Leadership 58. The leader of the team provides coaching and cares about developing the capabilities of the members of the team</p>	 <p>Team November 2008: 4.7 Team June 2009: 0</p>	<p>Hi Lo n 5 4 6 0</p>
<p>Leadership 59. The leader of the team acts too much like a member of the team to be able to effectively lead (Reverse Scored Item)</p>	 <p>Team November 2008: 4.3 Team June 2009: 0</p>	<p>Hi Lo n 5 3 6 0</p>
<p>Leadership 60. Members of the team trust that the leader will be as supportive as possible</p>	 <p>Team November 2008: 4.7 Team June 2009: 0</p>	<p>Hi Lo n 5 4 6 0</p>
<p>Leadership 61. The leader of the team provides support and empowerment to the team</p>	 <p>Team November 2008: 4.7 Team June 2009: 0</p>	<p>Hi Lo n 5 3 6 0</p>
<p>Leadership 62. The team defers too much to its leader and does not make independent decisions (Reverse Scored Item)</p>	 <p>Team November 2008: 4.2 Team June 2009: 0</p>	<p>Hi Lo n 5 4 6 0</p>
<p>Leadership 63. The leader of the team intervenes appropriately to help create an environment which is conducive to high team performance</p>	 <p>Team November 2008: 4.7 Team June 2009: 0</p>	<p>Hi Lo n 5 4 6 0</p>
<p>Leadership 64. The leadership of the team is improving over time</p>	 <p>Team November 2008: 4.6 Team June 2009: 0</p>	<p>Hi Lo n 5 4 6 0</p>

<p>Overall 65. I'm glad to be a member of this team</p>	<table border="1"> <thead> <tr> <th></th> <th>Hi</th> <th>Lo</th> <th>n</th> </tr> </thead> <tbody> <tr> <td>Team November 2008</td> <td>5</td> <td>4</td> <td>6</td> </tr> <tr> <td>Team June 2009</td> <td></td> <td></td> <td>0</td> </tr> </tbody> </table>		Hi	Lo	n	Team November 2008	5	4	6	Team June 2009			0
	Hi	Lo	n										
Team November 2008	5	4	6										
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Highest and Lowest Rated Items

The tables below show the highest and lowest ranked survey items.

Highest Rated Items	Average Rating
1. Clarity Individuals on the team receive clear feedback about their performance	4.8
2. Clarity The team's function and purpose is clear	4.8
3. Overall I'm glad to be a member of this team	4.8
4. Overall This team's performance is improving over time	4.8
5. Clarity Individual roles, responsibilities and levels of authority are clear	4.7

Lowest Rated Items	Average Rating
1. Decision making The team as a whole delegates the decisions to the appropriate individual members of the team	3.2
2. Self awareness Members of the team explicitly point out when the team has shifted strategy or direction	3.2
3. Commitment and cohesion Individuals on the team are willing to sacrifice their individual interest for the good of the team as a whole	3.3
4. Communication The team speaks with one voice to the rest of the organization about critical issues	3.5
5. Meetings Important decisions get made during the team's meetings	3.5

Additional Comments

All respondents are asked to provide open-ended commentary. The comments below are presented exactly as they were entered by respondents.

Clarity: Observations/Suggestions

Team November 2008:

The uncertainty about the new structure raises a question whether all these will be true in the future, but as of now the team is highly productive

Team June 2009:

No Response.

Commitment and cohesion: Observations/Suggestions

Team November 2008:

The team dynamics is excellent - high levels of trust and comraderie

Team June 2009:

No Response.

Communication: Observations/Suggestions

Team November 2008:

Staff Meetings are the forum for sharing thoughts and opinions and updating each other. These meetings work well.

Team June 2009:

No Response.

Decision making: Observations/Suggestions

Team November 2008:

Decisions are made in each functional department, not at this team level.

There is not a lot of decision making that we need to do as a team. Mostly the members have decisions to make for their respective teams

Team June 2009:

No Response.

Leadership: Observations/Suggestions

Team November 2008:

No Response.

Team June 2009:

No Response.

Meetings: Observations/Suggestions

Team November 2008:

No Response.

Team June 2009:

No Response.

Norms: Observations/Suggestions

Team November 2008:

No Response.

Team June 2009:

No Response.

Overall: Observations/Suggestions

Team November 2008:

i have enjoyed being part of this team

one of the best teams I have worked with in my career

Team June 2009:

No Response.

Self awareness: Observations/Suggestions

Team November 2008:

No Response.

Team June 2009:

No Response.