Team Assessment Comparison Report

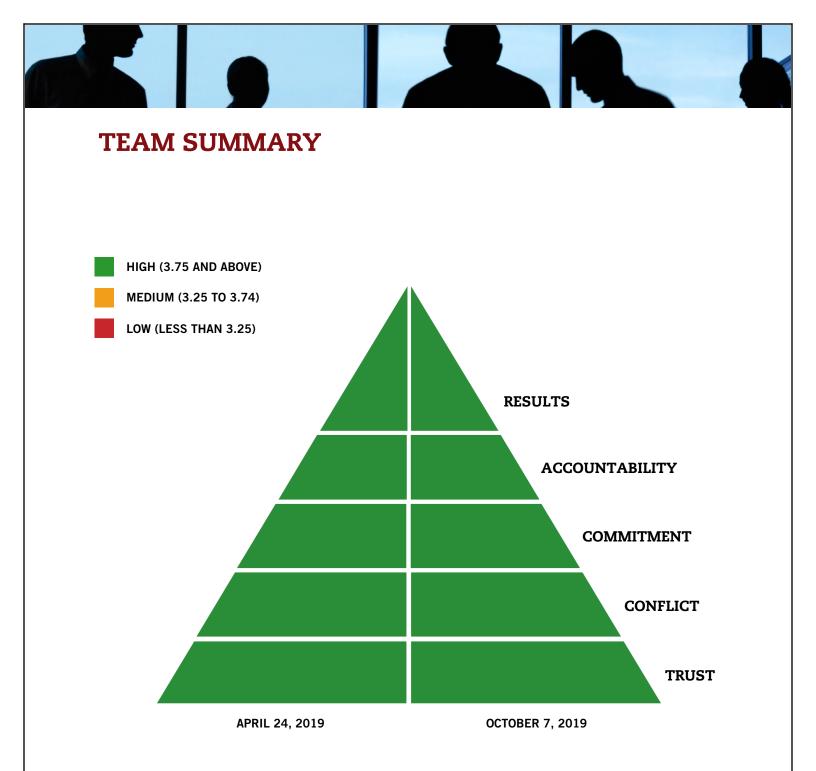
BASED ON THE MODEL IN THE BEST-SELLING BOOK, THE FIVE DYSFUNCTIONS OF A TEAM

> EMILY RYAN DIRECTS RETEST GOCANVAS COMPLETED: OCTOBER 7, 2019 ORIGINAL ASSESSMENT: APRIL 24, 2019

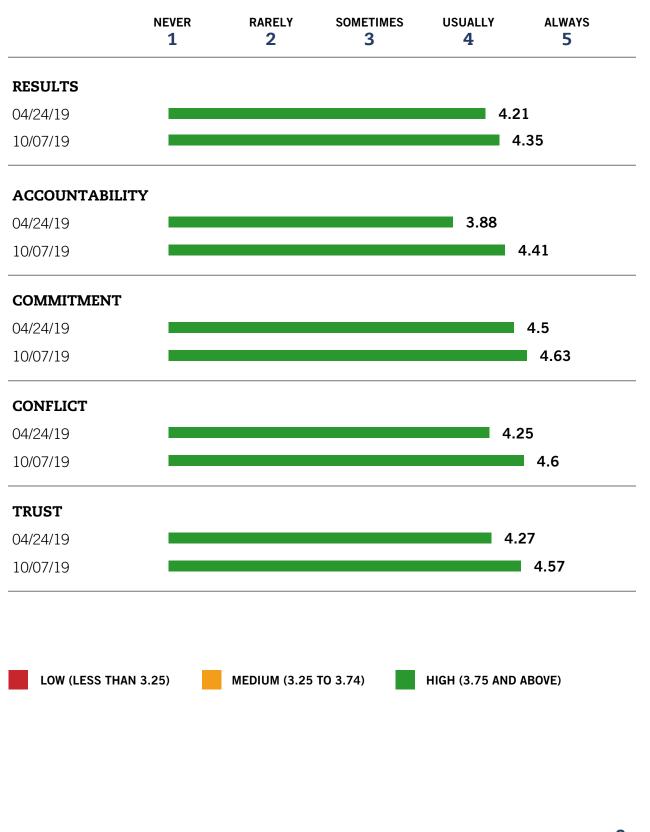




simple wisdom for organizations I www.tablegroup.com



THE FIVE FUNDAMENTALS



THE STRONGEST AREAS: BEFORE AND AFTER

The questions listed below represent the top 7 areas where your team scored highest relative to other questions in the original assessment, along with the corresponding score in the comparison assessment. Understanding and continuing to leverage your team's strengths is as important as identifying and correcting its weaknesses.

ers of the team are held to the n standards. is aligned around common s. is clear about its direction and	FUNDAMENTAL ACCOUNTABILITY COMMITMENT COMMITMENT	AVG. SCORE 04/24/19 5.00 4.75 4.63	AVG. SCORE 10/07/19 4.88 4.88 4.88
is aligned around common	COMMITMENT	4.75	4.88
;.		_	_
is clear about its direction and	COMMITMENT	4.63	4.63
has a reputation for high nce.	RESULTS	4.63	4.75
mbers end discussions with clear fic resolutions and calls to	COMMITMENT	4.63	4.50
mbers are quick to point out the ons and achievements of others.	RESULTS	4.63	4.75
etings are interesting and	CONFLICT	4.63	4.88
	mbers are quick to point out the ons and achievements of others.	mbers are quick to point out the RESULTS ons and achievements of others.	mbers are quick to point out the RESULTS 4.63 ons and achievements of others.

THE WEAKEST AREAS: BEFORE AND AFTER

The questions listed below represent the bottom 5 areas where your team scored lowest relative to other questions in the original assessment, along with the corresponding score in the comparison assessment. To improve the cohesiveness of your team, it is critical that you understand and address these areas.

		FUNDAMENTAL	AVG. SCORE 04/24/19	AVG. SCORE 10/07/19
8.	Team members point out one another's unproductive behaviors.	ACCOUNTABILITY	2.75	4.00
25.	Team members are slow to seek credit for their own contributions.	RESULTS	3.13	2.63
16.	Team members are quick to confront peers about problems in their respective areas of responsibility.	ACCOUNTABILITY	3.38	4.13
7.	Team members voice their opinions even at the risk of causing disagreement.	CONFLICT	3.75	4.38
6.	Team members acknowledge their weaknesses to one another.	TRUST	3.75	4.50



THE AREAS OF GREATEST IMPROVEMENT

The questions listed below represent the top 6 areas where your team made the most improvement relative to other questions.

		FUNDAMENTAL	AVG. SCORE 04/24/19	AVG. SCOR 10/07/19
8.	Team members point out one another's unproductive behaviors.	ACCOUNTABILITY	2.75	4.00
	YOUR TEAM'S SCORE IMPROVED BY 1.25 POINTS FOR THIS STATEMENT.	5		
10.	Team members ask for help without hesitation.	TRUST	4.00	4.75
	YOUR TEAM'S SCORE IMPROVED BY 0.75 OF A POINT FOR THIS STATEMENT.			
6.	Team members acknowledge their weaknesses to one another.	TRUST	3.75	4.50
	YOUR TEAM'S SCORE IMPROVED BY 0.75 OF A POINT FOR THIS STATEMENT.			
16.	Team members are quick to confront peers about problems in their respective areas of responsibility.		3.38	4.13
	YOUR TEAM'S SCORE IMPROVED BY 0.75 OF A POINT FOR THIS STATEMENT.			
36.	Team members offer unprovoked, constructive feedback to one another.	ACCOUNTABILITY	4.00	4.63
	YOUR TEAM'S SCORE IMPROVED BY 0.63 OF A POINT FOR THIS STATEMENT.			

WWW.TABLEGROUP.COM | © Copyright 2019 The Table Group, Inc.



THE AREAS OF GREATEST IMPROVEMENT (continued)

		FUNDAMENTAL	AVG. SCORE 04/24/19	AVG. SCORE 10/07/19
7.	Team members voice their opinions even at the risk of causing disagreement.	CONFLICT	3.75	4.38
	YOUR TEAM'S SCORE IMPROVED BY 0.63 OF A POINT FOR THIS STATEMENT.			



THE AREAS OF GREATEST DECLINE

The questions listed below represent the top 4 areas where your team fell behind relative to other questions.

		FUNDAMENTAL	AVG. SCORE 04/24/19	AVG. SCORE 10/07/19
25.	Team members are slow to seek credit for their own contributions.	RESULTS	3.13	2.63
	YOUR TEAM'S SCORE DECLINED BY 0.5 OF A POINT FOR THIS STATEMENT			
33.	Team members can comfortably discuss their personal lives with one another.	TRUST	4.38	4.13
	YOUR TEAM'S SCORE DECLINED BY 0.25 OF A POINT FOR THIS STATEMENT			
19.	Team members end discussions with clear and specific resolutions and calls to action.	COMMITMENT	4.63	4.50
	YOUR TEAM'S SCORE DECLINED BY 0.13 OF A POINT FOR THIS STATEMENT			
26.	All members of the team are held to the same high standards.	ACCOUNTABILITY	5.00	4.88
	YOUR TEAM'S SCORE DECLINED BY 0.12 OF A POINT FOR THIS STATEMENT			

	NEVER 1	RARELY 2	SOMETIMES 3	USUALLY	ALWAYS
1.	Team members a	dmit their mistakes.			
	4.25				
	4.63				
6.	Team members ad	cknowledge their we	eaknesses to one anot	her.	
	3.75			_	
	4.50				
10.	Team members as	sk for help without l	nesitation.		
	4.00				
	4.75				
13.	Team members as	sk one another for ir	nput regarding their a	reas of responsibilit	ty.
	4.25				
	4.50				
17.	Team members ad	cknowledge and tap	into one another's sk	ills and expertise.	
	4.50				
	4.75				
22.	Team members w	illingly apologize to	one another.		
	4.50				
	4.63				
32.	Team members a	re unguarded and ge	enuine with one anoth	ner.	
	4.50				
	4.63				
33.	Team members ca	an comfortably disc	uss their personal live	es with one another.	
	4.38				
	4.13				

<u>ົ</u>		RARELY	SOMETIMES	USUALLY	ALWAYS
	1	2	3	4	5
2.	4.25	e passionate and u	nguarded in their disc	ussion of issues.	
	4.63				
л		interesting and a			
4.	4.63	e interesting and c	ompelling (not boring)		_
	4.88				
		in me the meet imm	autant and difficult is		
5.	4.50	ings, the most imp	ortant-and difficult-iss	sues are discussed.	
	4.63				
7	Toom mombors vo	ioo thoir opinions	wan at the rick of agu	cing disagraamant	
7.	3.75	ice their opinions e	even at the risk of cau	sing disagreement.	
12.	4.38 During discussions	s, team members c	hallenge one another	about how they arri	ved at their
12.			hallenge one another	about how they arri	ved at their
	During discussions conclusions and op 4.13 4.50	pinions.	hallenge one another opinions during meeti		ved at their
	During discussions conclusions and op 4.13 4.50	pinions.			ved at their
	During discussions conclusions and op 4.13 4.50 Team members sol	pinions.			ved at their
18.	During discussions conclusions and op 4.13 4.50 Team members so 4.50 4.63	pinions. licit one another's		ngs.	ved at their
18.	During discussions conclusions and op 4.13 4.50 Team members so 4.50 4.63	pinions. licit one another's	opinions during meeti	ngs.	ved at their
18.	During discussions conclusions and op 4.13 4.50 Team members sol 4.63 Team members co	pinions. licit one another's	opinions during meeti	ngs.	ved at their
18. 23.	During discussions conclusions and op 4.13 4.50 Team members so 4.63 Team members co 4.00 4.50	pinions. licit one another's mmunicate unpop	opinions during meeti	ngs.	

	NEVER 1	RARELY 2	SOMETIMES 3	USUALLY 4	ALWAYS
		ave meetings confid	dent that everyone is o	committed to the de	ecisions that
	vere agreed upon.			_	
	.75				
19. T	eam members en	d discussions with	clear and specific res	solutions and calls t	o action.
	.63				
4	.50				
		about its direction	and priorities.		_
	l.63				
28 T	he team is aligne	d around common	ohiectives		
	.75		objectives.		
4	.88				
30. T	he team is decisi	ve, even when perf	ect information is not	available.	
	.38				_
	.63				
	he team sticks to	decisions.			
	.38				
38. T	eam members su	pport group decisio	ons even if they initial	ly disagreed.	
	.50				
4	.63				

	NEVER 1	RARELY 2	SOMETIMES 3	USUALLY 4	ALWAYS
8.	Team members po	int out one anothe	's unproductive behav	viors.	
	2.75				
	4.00				
16.		e quick to confront	peers about problems	in their respective	areas of
	responsibility.				
	4.13				
20				anversion and moti	
20.	3.88	lestion one another	about their current a	pproaches and met	1005.
	4.13				
	T he A	41			
Z 1.	3.88	that poor performe	rs feel pressure and th	ie expectation to in	iprove.
	4.38				
26	All mombors of the	a team are held to t	the came high standay		
20.	5.00	e team are neid to	the same high standa	us.	
	4.88				
25	Team members co	nsistently follow th	rough on promises an	d commitments	
55.	4.25	insistently follow th	rough on promises an	d communents.	
	4.75				
		fer upprovoked cor	structive feedback to	one another	
36	Team members of	ici ulipiuvukcu, LUI	ISHUCINE ICCUDACK LU		
36.					
		fer unprovoked, cor	nstructive feedback to	one another.	
36.	Team members off4.004.63				

	NEVER	RARELY	SOMETIMES	USUALLY	ALWAYS
	1	2	3	4	5
3.		e quick to point ou	t the contributions and	d achievements of o	others.
	4.63 4.75				
9.		putation for high pe	erformance.		
	4.63 4.75				_
	4.75				
14.			tive goals, each mem	ber takes personal	responsibility
	to improve the tea	m's performance.			
	4.13				_
	1.00				
15.		llingly make sacrifi	ces in their areas for t	the good of the tear	n.
	4.38				
	4.50				
	Team members ar	e slow to seek cred	it for their own contrib	butions.	
25.					
25.	3.13				
25.	3.13 2.63				
	2.63	ntly achieves its ob	jectives.		
	2.63	ntly achieves its ob	jectives.		
	2.63 The team consiste	ntly achieves its ob	jectives.		
29.	2.63The team consister4.254.50			ual achievement.	
29.	2.63 The team consister 4.25 4.50 Team members va		jectives. ess more than individu	ual achievement.	
29.	2.63The team consister4.254.50			ual achievement.	
29.	2.63The team consister4.254.50Team members va4.384.50	lue collective succe	ess more than individu		
29.	2.63 The team consister 4.25 4.50 Team members va 4.38 4.50 Team members pl	lue collective succe			
9.	2.63The team consister4.254.50Team members va4.384.50	lue collective succe	ess more than individu		
9.	2.63The team consister4.254.50Team members va4.384.50	lue collective succe	ess more than individu		