

Welcome to Team Diagnostic Assessment

Teams are the engines that
drive successful organizations.



Team Diagnostic[™]
ASSESSMENT



What's Different in the Team Diagnostic Approach?

"This was great! Really started the process of defining our team."

— R.H.,
Senior Vice President,
Bank of America

The Team Diagnostic Assessment offers:

- ▣ A practical way to measure the system that is the team.
- ▣ A comprehensive model that defines strengths teams need in order to succeed.
- ▣ A new mindset that takes the focus off of individual team members' one-to-one relationships, and focuses instead on the entity that is the team.

Measuring the Team as a System

The Team Diagnostic Assessment is a unique approach to working with teams that is unlike any in the marketplace. What sets it apart from other methodologies is that it regards the team as a "system," a living dynamic organism that has characteristics that transcend those of any of the individual members. In this way, *the team itself* is seen as its own body with spoken and unspoken rules, vision, ideas, blind spots, expectations, and even moods. The team must be explored as its own entity, independent of the needs of any single member. The spirit of a team infects and influences the individuals and plays a significant role in how the team works together and what the team produces.

Most current organizational and executive coaching paradigms focus on assessing and coaching the team as a collection of individuals. In this traditional model, assessments are used to measure the characteristics and performance of individual team members. These *individual assessments* are then aggregated to form a team profile. The limitation of this approach is that the team is represented as discrete data points rather than the system as a whole. Team members view their results in a comparative fashion, looking to see how they have responded vis a vis the other team members. This personal filter separates the individual team members from the system. The unique profile of the team as its own entity is lost.

A Proven Model

Teams exist to produce results. Research shows that the most successful teams have the means in place to take action and they build effective relationships to motivate and sustain action. The Team Diagnostic Assessment is built on these two fundamental axes: factors that optimize productivity and factors that promote positivity. Having the tools and materials is not enough to achieve outstanding results without a high level of positive engagement and ways to neutralize negativity.

The Team Diagnostic Assessment model defines seven separate productivity factors and seven positivity factors. This constellation of strengths provides a complete picture for high-performing teams.

“The Team Diagnostic systems-based approach to working with teams is breaking new ground in that it creates a mindset and skill set that takes the focus off of individual team members’ relationships and creates a new perspective on the team as its own entity. The business case for the Team Diagnostic speaks for itself: ‘a focused, aligned, committed, and high performing team.’ I believe the model and assessment assisted me in creating a high performing team for a very critical project, which I am leading for Johnson & Johnson.”

— M.H.,
*Engineering Technology Manager,
Noramco, A Johnson & Johnson Company*

Anonymous On-Line Administration

Team members go on-line to access the instrument; when the team is complete, responses are compiled for the whole team. The result is an anonymous and candid report from the team, including their responses to a customized set of open-ended questions. With anonymity protected teams members are more frank and the results more revealing.



The Theoretical Foundation of the Team Diagnostic Approach

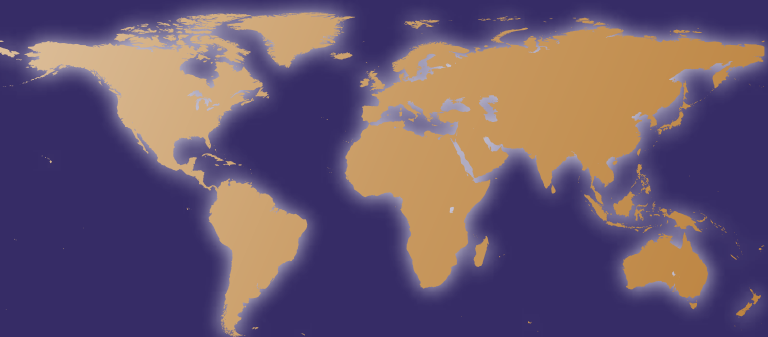
Model and Assessment

The Team Diagnostic model and assessment are based on the latest work in Emotional Intelligence, Appreciative Inquiry, Positive Psychology, change management, and team research conducted at leading universities.

The Team Diagnostic Assessment is currently being used by hundreds of authorized facilitators in over 19 countries worldwide. It has been perfected over the course of four years and hundreds of deployments.

The Team Diagnostic Assessment is now available in:

- Arabic
- Danish
- Dutch
- English
- Finnish
- French
- German
- Greek
- Hebrew
- Japanese
- Norwegian
- Polish
- Russian
- Latin American Spanish
- European Spanish
- Swedish
- Turkish



The Team Diagnostic Assessment has been used at the following companies:

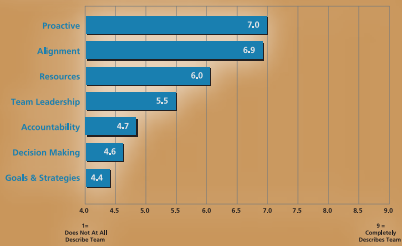
- Johnson & Johnson
- Nortel
- Capgemini
- McDonald's
- Adobe Systems
- ING
- Symantec
- Hilton
- Aventis Pharmaceuticals
- U.S. Navy
- State Farm Insurance
- Bank of America
- Kodak
- U.S. Postal Service
- Wells Fargo
- Albertsons
- Kaiser Permanente
- Deloitte-UK
- Unilever
- Johns Manville,
a Berkshire Hathaway company

Graphic Profiles

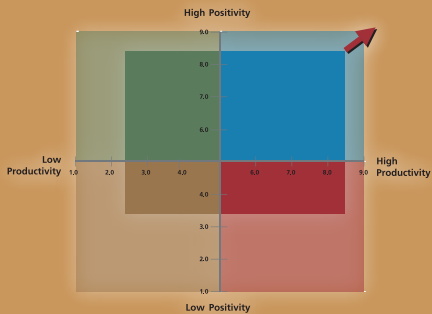
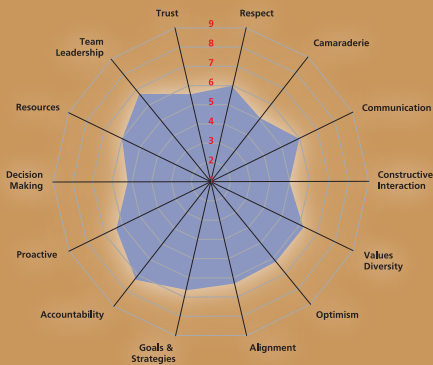
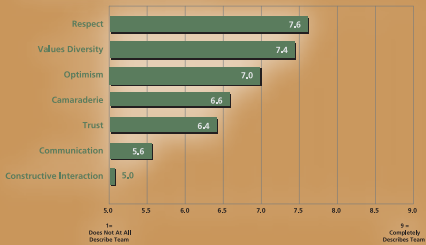
The report contains a set of comprehensive full-color graphic illustrations that highlight a team's strengths and opportunities.

This is not a generic survey. These Team Diagnostic profiles provide a benchmark and detailed map for on-going team development.

Productivity Strengths Rating



Positivity Strengths Rating





The Team Diagnostic Assessment is a product of Team Coaching International.

www.TeamCoachingInternational.com

Teams produce results that individuals simply can't, acting alone. Today, the workplace is a maze of nested teams: intact, cross-functional, project, virtual — and the pressure is on teams to form, perform and reform at an astonishing rate.

The Team Diagnostic Assessment is a state of the art instrument, based on a proven model that defines the necessary strengths for high-performing, sustainable, inspired teams.



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