KNOW WHAT IT FEELS LIKE TO WORK WITH YOU

THE ELUSIVE KEY TO EFFECTIVE LEADERSHIP AND TEAM ASSESSMENT

TEAMALYTICS™

STRONG TEAMS FOR A COMPLEX WORLD

Every good solution starts with a clear problem.

In our work with organizations around the world, that foundational problem is a pervasive dissonance among teams that time after time holds them back from operating at their maximum achievable pace and effectiveness. Teams and leaders ignore both obvious and hidden issues. If these issues remain unknown or unaddressed, the team risks sabotaging their own success.

There are a variety of reasons that can cause a team to underperform, and fail to maximize their abilities:

- Lack of accountability
- Depleted emotional tanks
- Poor conflict resolution skills
- Mismanaged egos
- Siloed thinking and performing
- Not understanding work style differences
- Failing to navigate multi-generational issues

Not to mention the struggles related to managing teams in a post-pandemic, work-from-anywhere world.

Teams that fail to artfully navigate these behavioral roadblocks will be left behind by those that have a customized roadmap showing them exactly what behaviors they need to tweak to overcome their constraints, connect more deeply with others, and ultimately accelerate their performance.

If you are reading this document, you are considering various approaches to assess your leaders and teams. A variety of approaches exist, but beware. Not all approaches will deliver the result you are looking for: a strong, healthy, cohesive leadership team ready to take on the challenges of operating in today's complex workplace.

Why Conventional Assessments Fall Short

Typical self-assessments such as personality profiles or strengths evaluations can be helpful for quick categorizations. However, since they identify static traits, they do not identify dynamic behaviors that can be leveraged for team acceleration, nor do they highlight behaviors that need to be modified or eliminated. They also do not allow for the gap between the way an individual perceives themselves and how other people actually experience them.

To address this gap, organizations traditionally turn to a 360-assessment process. Traditional 360 assessment tools are cumbersome and may yield either filtered results resulting from fear of reprisal, or over-the-top critical feedback that provides no pathway for growth. Based on personal opinions rather than proven scientific data, neither approach can provide doable, actionable information on the one thing individuals and teams can change: their behaviors.

Some try to overcome this limitation by hiring an organizational psychologist to personally conduct interviews of the candidate and then interview several raters. Not only is this approach often cost-prohibitive and time consuming, it is still subject to the same challenges of ensuring that responses are candid, unbiased and objective.

But how can you measure those behaviors, both productive and counter-productive, in a quick, scientifically validated manner that includes collecting multi-rater 360 degree data?

Our Approach

The Teamaltyics 360™ assessment empowers individuals and teams to gain deep insights into their behaviors and unlock growth opportunities to drive business results. The assessment is a scientifically validated instrument (or tool) that accurately identifies behavioral characteristics and predicts future behavior and performance.

By integrating a user's self-assessment with feedback from colleagues, this assessment generates an individualized proprietary report with clear data on how they perceive their own behaviors, and, even more importantly, how their behaviors impact their teammates. In other words, *you get to know what it feels like to work with you.*

Through this assessment, individuals can celebrate and leverage their unique style, gain awareness of their interactions with others, uncover the reasons behind their surface behaviors, and develop new behaviors aligned with their personal and professional goals. We then provide a roadmap that shows exactly what behaviors need to be tweaked in order to overcome their personal constraints, connect more deeply with their teams, and ultimately accelerate their performance.

THE UNIQUE ADVANTAGES OF OUR ASSESSMENT INCLUDE:

Leveraging technology and time-tested behavioral analytics for simplicity and speed: The assessment is web-based and takes less than 10 minutes to complete. The results are visually displayed,intuitive, and easy to understand and digest.

Accurately capturing the perceptions of others by taking a 360 approach: Six to eight describers all complete the same assessment, creating a unified, objective report without interviewer bias.

Not a One-Size-Fits-All Approach: The Teamalytics Profile has more than 1.2 million possible algorithmic combinations of leadership behaviors, making it a one-size-fits-one!

Validity, Reliability, Neutrality, and Anonymity: The process has been repeatedly verified for over 30 years and produces reliable, actionable results while helping eliminate describer bias. Describer results are presented anonymously.

Avoiding Good or Bad Labels: The intake process and report results are not presented in a "good" or "bad" format, allowing for more candor from raters.

1 Urgency and Intensity

Demonstrated urgency and intensity. High scorers have a more noticeable focus on task accomplishment and generally prefer recognition for those accomplishments. Placing a high value on time, they have a faster internal clock and are typically more goal-directed and even impatient, while low scorers are more relaxed and approachable. Low scorers could still be very driven, but they may have different motivators than the need to achieve things.

URGENCY AND INTENSITY

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Common Misconceptions

1. **Low scorers don't work hard** (*other scales/factors may motivate them—e.g., they work hard because they want to be part of a team, because they don't want to let anyone down, or because of the importance of the mission*)
2. **High scorers aren't relational** (*they may also score high on Need to Nurture and thus have a high need to be productive while also emphasizing the importance of culture and team*)
3. **High scorers always work hard or never procrastinate** (*everyone can be overwhelmed, hit a wall, or put off something that is less urgent or fulfilling*)

0 1 2 3 4 5 6 7 8 9 10

Median Describer Score 8.7

But we don't stop with the assessment.

For our clients to achieve sustained business results, we recognized that gaining the right behavioral insights were only the first step. Over the years, we have continually refined and improved our methodology. Today, all our experience combined with more than 20 years of applied research has brought us to the point where we can illustrate our unique, evidence-based process in three powerful steps:

AWARENESS, ACCOUNTABILITY, ACCELERATION: THE TEAMALYTICS FORMULA FOR A-TEAM SUCCESS

The solution to the pervasive problem of teams under-performing to their full potential is Teamalytics' proven three step methodology .

This approach begins with personal **Awareness** that is followed by intentionally creating a structure of **Accountability** which results in the **Acceleration** of team performance. Awareness, Accountability and Acceleration. It's a proven, simple, and extremely powerful strategy that propels teams to becoming A-Teams in today's ever-changing and highly demanding landscape.

ACCELERATION AWARENESS **A-TEAM** ACCOUNTABILITY

1 AWARENESS
Explore your team's behavioral data

2 ACCOUNTABILITY
Create personalized action plans

3 ACCELERATION
Execute action plans and get feedback

A Candid Look at Behaviors: Enhancing Awareness

USING OUR TEAMALYTICS 360 ASSESSMENT, AWARENESS STARTS WITH ANALYZING INDIVIDUAL AND TEAM BEHAVIORAL DATA

The report, based on input from peers, direct reports, and supervisors, provides participants with an understanding of how it feels for others to be around them through the lens of 13 critical leadership behaviors. The experience of processing the report is enhanced through an in-appvideo explanationas well as an in-depth debrief with an experienced Teamalytics coach. In addition to explaining the nuances of the report, the Teamalytics coach will learn the business and leadership goals of the participant, discuss their strengths, and help them select the right behaviors and action steps to focus on to improve their influence and ability to achieve their goals.

Teamalytics coaches are carefully selected and trained to connect with and guide senior leaders based on their own professional accomplishments. Most coaches have personally used our assessment tools with their own teams in previous organizations and can easily connect the process to business impact.

Additional awareness comes through the Teamalytics Team Snapshot. This proprietary, integrated team report focuses on eight of the 13 critical behaviors, highlighting the strengths as well as the behavioral risk factors of the team. With this scientific, data-driven approach, we can answer key questions about the team: Is most of the team more controlling? Too passive? Overly autonomous? Too combative? Resisting healthy conflict? The Snapshot provides team-wide awareness of where a team is at risk of underperforming, staying stuck, and not achieving the desired business results.

TEAM SNAPSHOT
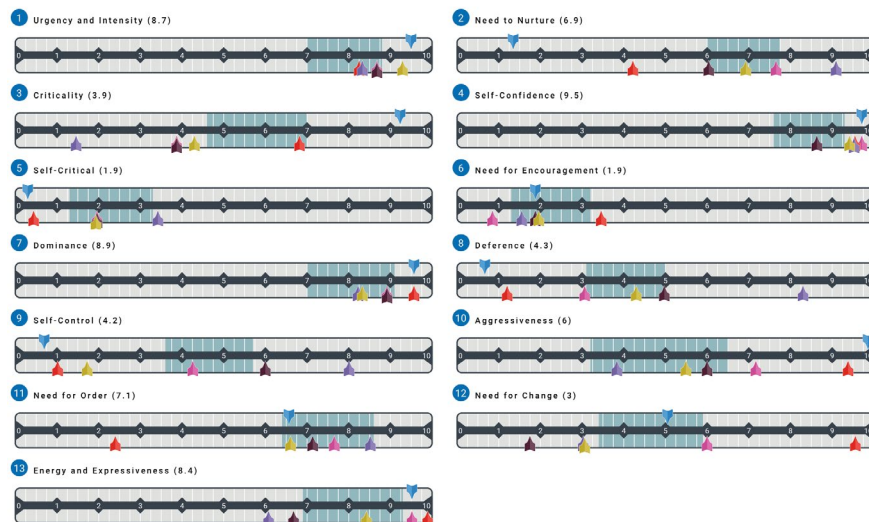
A Candid Look at Behaviors: Enhancing Awareness

Accountability starts with developing personalized action plans for sustained growth. We call these Traction Plans, and they are built by using the data gathered from the Teamalytics 360 Report. The 360 Report provides:

Identification of Strengths and Constraints: Results not only reveal insights into behavioral constraints that may be holding individuals and teams back, but they also emphasize behavioral strengths to be leveraged to move forward faster.

A Reliable Reference Range: This range was created with a combination of art and science, analyzing hundreds of thousands of coaching sessions and millions of data points to help people and teams understand which behaviors they may want to tweak.

UTILIZING THE DATA, WE FACILITATE:

Actionable Results: Behaviors are not only observable and measurable (which gives us the profile data) but they are also choosable and changeable.

Concrete Plans, Not Criticism: At times, certain data can be disappointing for some people; for example, it may show that their peers do not see them as task-driven as they thought they were. But the data is not experienced as spiteful criticism but instead as a behavior to work on with a doable plan to improve.

Candid and Productive Conversations: All of this leads to more candid and productive conversations as defensiveness is reduced and a clear path for achievable growth is discovered.
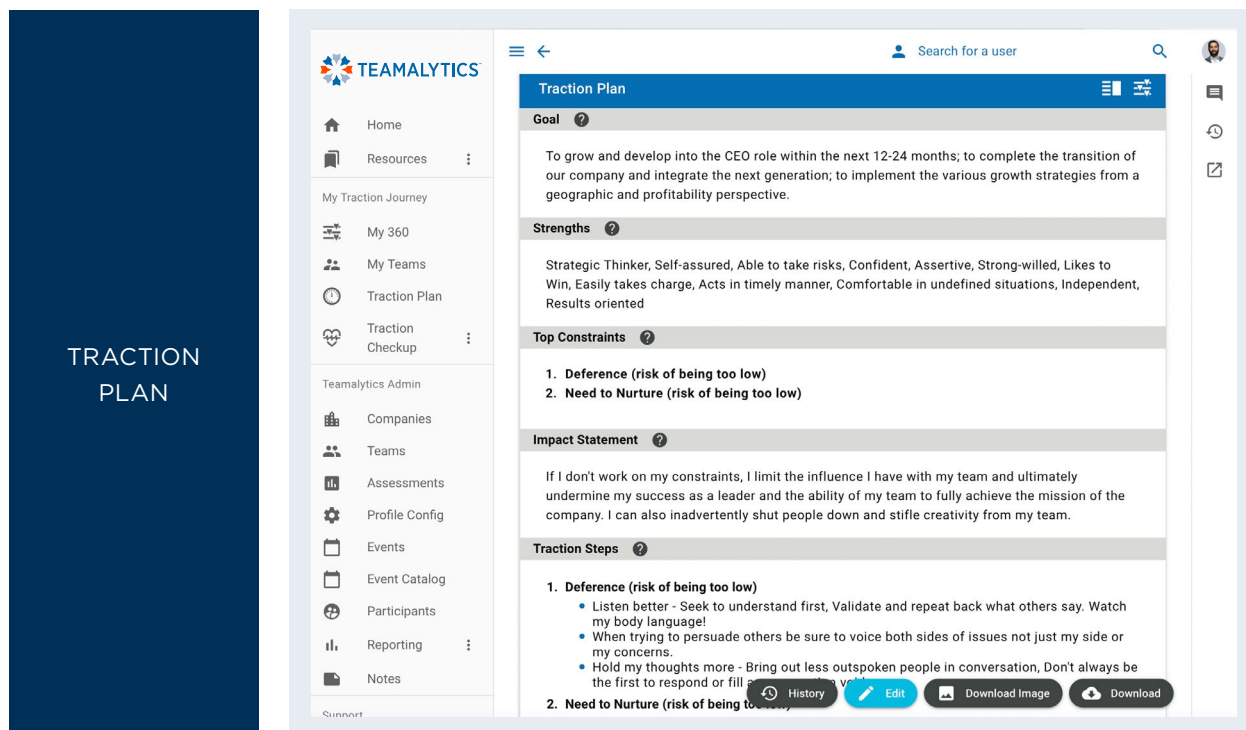
TRACTION PLAN

The Traction Plan is the first level of accountability. Other layers of accountability built into the Teamalytics Process include:

SHARING TRACTION PLANS
By sharing Traction Plans with their manager and coworkers, team members are empowering those who work most closely with them to act as truth-tellers who will both encourage as well as challenge when certain behaviors are displayed, or not.

THE TRACTION PLAN CHECKUP (TPCU)
This is an opportunity for designated accountability partners to evaluate how the person is doing. Are they seeing a lot of effort to tweak behaviors, a little effort, or no effort at all? Tweaks to the Traction Plan can be made at this time.

CREATING A TEAM TRACTION PLAN
We take the Team Snapshot and create a Team Traction Plan based on the primary constraints of the team. Accountability is created as the entire team works to overcome the identified behaviors that have hindered them.

WRITING AND ADOPTING A SOCIAL CONTRACT
A Social Contract captures a team's joint commitment to a shared agreement on desired behavior between team members. It is typically created through a workshop facilitated by the Teamalytics coach.

These levels of accountability solve the problem that most leadership development programs face, which is a lack of built-in accountability. The absence of a system to ensure answerability to the desired and needed behavioral changes causes the whole development process to stall if not fall apart. The Accountability steps in the Teamalytics process, guided by the Teamalytics coach, fix that.

Tangible Gains Through Acceleration: The Final Stage

Moving from Awareness and Accountability, we arrive at the crucial Acceleration step in our methodology. Here, individuals and teams actively engage in their Traction Plans, receiving continuous, dependable feedback from both their coach and peers. This dynamic process ignites a noticeable surge in performance, resulting in several tangible improvements.

The Teamalytics three-step methodology not only enhances team effectiveness but also yields significant organizational advantages. This transformation includes improved collaboration, streamlined efficiency, diminished conflict, and a fortified sense of unity and purpose. These enhancements unlock a multitude of benefits, such as sustainable growth, transformative business and cultural shifts, heightened innovation, elevated talent acquisition and retention, and strategic succession planning.

Here are a few examples of the acceleration experienced by our clients:

"It used to take multiple meetings over several days to provide complete critical feedback to a team member. It would start with preparing them for the conversation, then explaining what they did in what situation and how it impacted the rest of the team. Despite my preparation, there would inevitably be a lot of defensiveness and emotion… then there was the series of follow-up meetings to make sure everyone and everything was okay. Now, since their behavioral risk factors are addressed in their Traction Plan, I can, for example, simply stick my head in their office and say, 'Hey Bill, I know you are working on toning down your aggressiveness. In the team meeting this morning I feel that you overreacted to being challenged by Kurt. He was just trying to help.' And then Bill will typically respond, 'Yeah, I thought about that too after the meeting; I will reach out to Kurt and make sure we're good.' That just saved me three hours!"

- PRESIDENT, ASSET MANAGEMENT COMPANY

"I have previously led two mid-stream oil & gas companies from start-up to sale, so I thought I was pretty good at leading a team. What I realized after working with Teamalytics is that my lower sense of urgency was negatively affecting my team. I wasn't emphasizing results enough in my messaging, and my lower criticality created a scenario where I let too many things slide. Now, on company number three, I am addressing those issues and my team is functioning better than ever before and producing even better results."

- CEO, MIDSTREAM ENERGY COMPANY

"Teamalytics has been a great partner in our leadership development program. We have typically run all our programs in house so when our CEO wanted to bring Teamalytics in, I was skeptical. Now, we are in our third year working with them, and we are continually bringing more of our people in so they can benefit from the process. We have consulted with our Teamalytics coach on personnel concerns, promotions, and succession planning. They are a valuable part of our team!"

- CHIEF PEOPLE OFFICER, MANUFACTURING COMPANY

So, how can we most effectively help you build a strong team within today's increasingly complex workplace?

At Teamalytics, we take pride in collaborating with leading organizations worldwide to assist them in achieving their goals. Whether your challenge is harmonizing a highly conflicted team, propelling newly formed teams to a swift start, or aiming to elevate an already strong team, the Teamalytics Process is tailored to help you attain your business objectives.

By fostering Awareness, Accountability, and Acceleration, we'll guide you and your teams towards overcoming obstacles and achieving your aspirations.

Teamalytics has uniquely qualified coaches, breadth of experience, and proprietary analytics to help clients build and sustain strong teams within an increasingly complex workplace.

Complete the A-Teams Assessment, a powerful new tool Teamalytics created to help you Build Strong Teams for a Complex World. Use this link to assess the tool. Based on your responses, you will receive an immediate A-Teams Score, as well as a detailed, personalized report with implications and recommendations across your organization. Once you complete the assessment, feel free to book time for a debrief to discuss your results.

Alternatively, if you prefer to speak with one of our experts about how Teamalytics can help accelerate the effectiveness of your leaders and teams, please schedule a consult below.

Schedule A Consult

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