

FACTSHEET

Team Effectiveness Survey

Our Team Effectiveness Survey provides detailed analysis of the strengths and weaknesses of a team, and pinpoints areas to improve effectiveness.

Traditional staff engagement surveys cover ‘how people feel’. We however focus on ‘how stuff gets done’ – the behaviours and supporting processes that underpin a company’s culture.

By concentrating on both the processes and the behaviours of a team, we provide a detailed diagnosis of overall effectiveness.

The full survey combines the team’s own view of current performance with an external view of the team’s standing or ‘shadow’, as assessed by their reports, peers and supervisors. This is particularly effective in identifying discrepancies between a team’s self-assessment and the external perception, which often more closely reflects performance reality. Separate surveys are available on request.

Survey Structure

The survey takes just 10 minutes to complete and is made up of a series of questions addressing issues and competencies in the following areas:

Processes

- ∞ Team Roles
- ∞ Goal Setting & Performance Management
- ∞ Meeting Structures

Behaviours

- ∞ Mutual Support
- ∞ Communication & Energy
- ∞ Openness & Accountability

Survey Results

The survey results provide five different views of a team’s effectiveness:

- ∞ **Results Overview** - average responses, creating an overall profile for the team.
- ∞ **Competency Detail** - detailed responses, including interpretation of the average score and distribution of responses.
- ∞ **Relative Strengths** - compares the strengths of the external (structural) and internal (behavioural) competencies.
- ∞ **Personal Perspective** - a set of questions articulating individual experiences of being in the team and the distribution of the responses.
- ∞ **Verbatim Responses** - free text input, providing respondents with the opportunity to comment directly and openly on effectiveness. Where the sample size is sufficient, a word cloud is used to identify themes.

Click [here](#) to view a sample report.

Follow Up and Support

As with all of our diagnostic tools, we can provide consultancy support to manage the process, interpret and help address the areas of concern identified. For more information, call us on +44 (0) 20 8239 8260 or email diagnostics@coodeassociates.com