

THE BIG

7

Team
Health
Check

Team: Team 1
Date: 6th March 2023



1HIGH 5
TRAINING

THE THINKING BEHIND THE BIG 7

This profile is from the school of KISS (Keep it short and simple) and is based on my personal experiences of working with hundreds of teams from business, military and Olympic sport. It draws on best practise and team dynamic research to provide a simple tool that helps teams identify key areas to work on and provokes conversations about how to develop themselves. In addition, we use this as a simple diagnostic tool with the teams we work with as well as providing a measure of the impact we have (ROI).

THE BIG 7 PERFORMANCE FACTORS

1. LEARNING: How effective is the team at developing their own skills and performance, both as individuals and as a team. The ability of a team to grow from both mistakes and successes - while adapting to different situations - is a game changer in today's changing environments.

2. TRUST: Does the team create a psychologically safe environment where individuals can support each others successes and mistakes? This is the essence of effective relationships and partnerships.

3. PRODUCTIVE CHALLENGE: The ability of the team to effectively challenge each other (not wind each other up), resulting in effective decision-making and quality feedback. Great decision-making often comes from multiple perspectives and considering options.

4. COMMITMENT: How engaged are the team in achieving the team's goals or are they focused on just achieving their own goals (silo working)? This also relates to how individuals are valued within the team.

5. ACCOUNTABILITY: Does the team hold each other accountable for the tasks they said they would do? This ability for the team to keep other honest and on track is an essential function for high performance and not hiding behind indifference.

6. TEAM FOCUS: In order to achieve commitment to the team goals, there need to be a clarity and a continual focus on them; the team needs to be reminded of what they are collectively trying to achieve. Does the team have this clarity? How are individuals contributing to the team goals and how does the team recognise when things are off-track?

7. PERSONAL PERFORMANCE: How effective are individuals in their own roles and how the team supports each other to help achieve goals is a strong indicator of the dynamics of the team. Members work best when they feel they are supported in their pursuit of their own goals.

THE DIFFERENT PROFILES

1. BIG 7 DASHBOARD

This profile shows both the average and range of responses of all the Big 7 factors, derived from all of the team's individual responses to the 22 questions. It expresses the **performance summary** of the team. The dashboard shows the average score across each factor and the variety of responses are expressed as the height of the blue band. This allows teams to recognise the range of responses from its members and recognise where different perspectives exist.

2. TEAM RESPONSES

This profile represents the individual (anonymous) responses to each questions which allows team to dig a little deeper to analyse how the team is working together. The variety of answers is represented by the width of the coloured band and the average of each questions is marked with the blue dot and final column

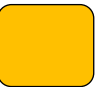
PERFORMANCE TRAFFIC LIGHTS

RAGG Rating

RED: Alert- Indicates a significantly low score in a area that may require immediate action to eliminate barriers to the team's development.



AMBER: Poor levels of performance that may need support to help the team move forward.



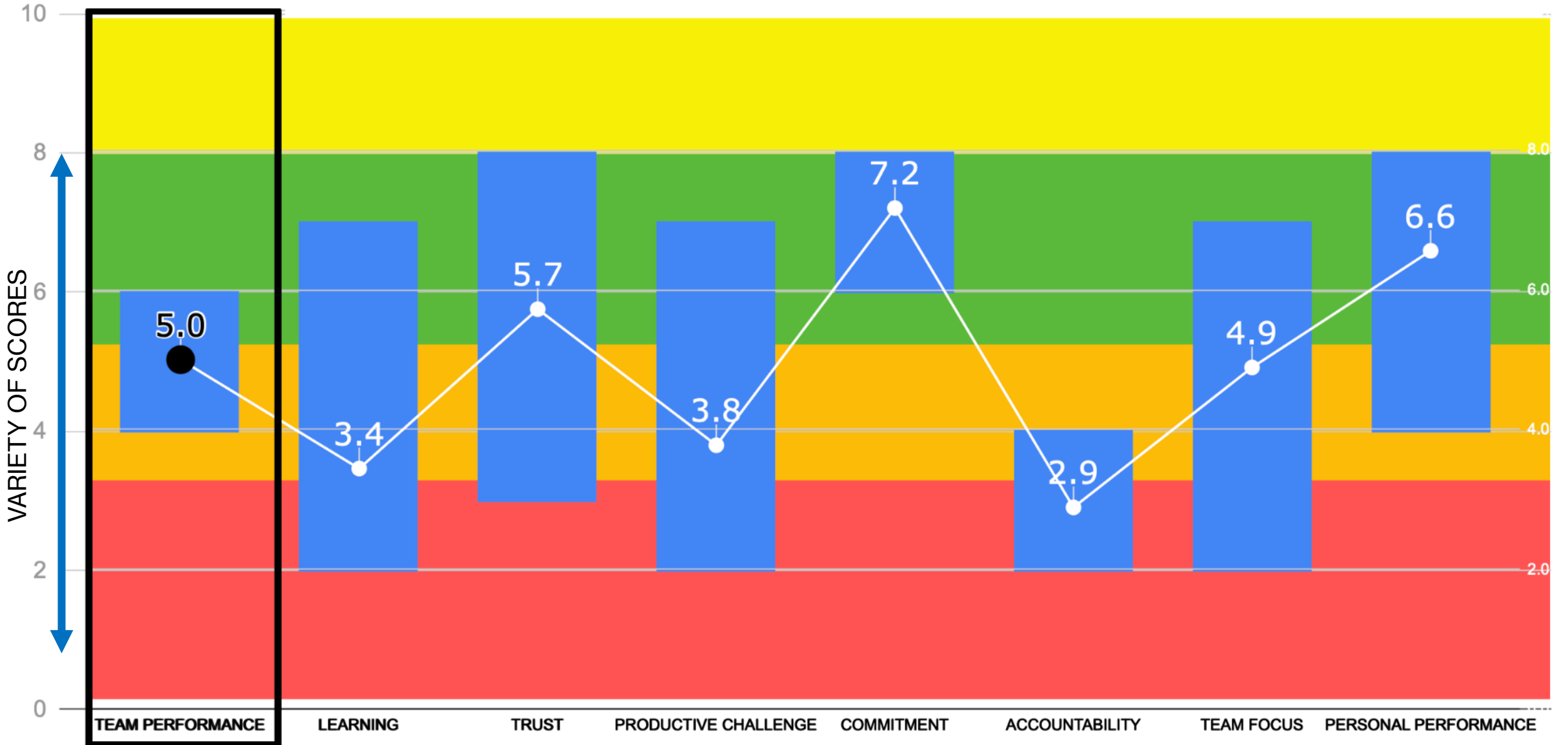
GREEN: Good levels of performance that are an integral part of the team's effectiveness.



GOLD: Exception levels of performance that could prove to be the team's major strengths.



TEAM 1: THE BIG 7 DASHBOARD- Performance summary showing the average of all the team's individual responses



TEAM 1 MARCH 2023

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TEAM RESPONSES: Showing the range and averages of individual responses to each question

Team 1 Report

Submitted by

Bob Simon Olivia Sarah Nadim Chris

Rating



TEAM 1 MARCH 2023

TEAM STRENGTHS	TEAM WORK ONS
<ol style="list-style-type: none"> 1. Commitment to team goals 2. Enthusiasm 3. Personal performance 	<ol style="list-style-type: none"> 1. Trust 2. Accountability 3. Personal skills to productively challenge
KEY AREAS FOR TEAM DEVELOPMENT	TEAM ACTIONS
<ol style="list-style-type: none"> 1. 2. 3. 	<ol style="list-style-type: none"> 1. 2. 3.



TEAM ACTION PLAN

WHERE IS YOUR TEAM?



TEAM DESCRIPTORS

NEW TEAM (forming)

Low scores across the board. Often excited to work together but not run into any conflict. It is essential to provide this team with the skills to deal with issues as they arise and create clarity in values and standards.

WORKING GROUP

The Work Group is the lowest in terms of cohesion. Workgroups are not so much teams, as collections of individuals formed by natural affinity, for example, everyone in the same department or office. In a Workgroup, there is little need to perform well together as a team, and little care for the development of others members of the group.

PSEUDO TEAM

Next in terms of cohesion is the Pseudo Team. The Pseudo Team is a team in name only. Though set up to look like a team, individuals in the Pseudo Team are not trying to maximise the performance of the team. If anything, they are trying to maximise their own personal benefit without regard for other team members (and sometimes at the expense of the other team members). Pseudo Teams have the lowest collective performance of any other type of team. They also lack trust of each other. Pseudo Teams are at their worst when they are competing against each other.

POTENTIAL TEAM

The Potential Team is one that actually has the opportunity to become a real team. Most of our “teams” in the corporate environment would fall into this category. In contrast to the self-serving behaviour of Pseudo Teams, Potential Team members are focused on improving the performance of the overall group. They are called potential teams because they have the potential to be a real team. They are just missing a couple of key attributes such as accountability, productive challenge and the skills that are needed to deliver them.

REAL TEAM

Real teams are those Potential Teams that have matured to the point where they have create an environment where accountability is normal, trust is high, regularly and challenge each other. These teams have the emotional intelligence and skills to do these effectively and with respect. Consequently performance of the team is good but not quite winning awards at this stage.

HIGH PERFORMING TEAM

A High Performing Team shares all the characteristics of Real Teams. In addition, they have two characteristics that set them apart. With High-Performance Teams, the individuals are deeply committed to the growth and development of their teammates. They are also committed to the success of each team member and the group as a whole and are able to challenge regularly without upsetting each other. In addition, performance is high and the team is focused on being the best they can be.

Unlocking your team's potential



MAXIMISING SKILLS AND DECISION-MAKING IN THE WORKPLACE

We are a team of high-performance specialists who create powerful training that excites and engages team members. Our innovative approach is the result of unique backgrounds and experience within the military, business and Olympic sport, combined with an education in psychology.

We're here to help shape and guide you on your high-performance journey.

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