



Entrepleio Team Behaviours Index - Practitioners Report

Introduction

The Team Behavioural Index (TBI) measures team effectiveness across six critical dimensions, providing actionable insights into strengths and development opportunities.

Through self-assessments and group sessions, TBI evaluates behavioural patterns and cultural dynamics — enabling you to target development activity and focus clients on the areas that will unlock higher performance.

At its core, TBI gives consultants three things:

- **Calibration** – a clear, evidence-based view of how the team is actually operating
- **Content** – proven interventions, exercises and resources that address specific behavioural gaps
- **Convenience** – a structured, ready-to-use approach that moves quickly from insight to action

This combination lets you target interventions precisely and deliver what matters most. Every recommendation in this report is grounded in what works in practice.

The Entrepleio approach is coaching-based. Alongside the diagnostic, we provide workshop materials and exercises to help you calibrate clients, raise awareness, and turn insight into intentional action.

Used well, TBI enables you to:

- **Raise Awareness** – illuminate behavioural patterns teams experience but cannot easily articulate
- **Establish Credibility** – demonstrate expertise through data-led insights that resonate immediately
- **Start Conversations** – enable deeper dialogue to unlock true performance potential
- **Stimulate Action** – create momentum around areas of risk or weakness with clear, practical recommendations

This report is a catalyst. It makes targeted suggestions that can form the basis of a broader programme of work with your client. The report contains two sections, the first for your use as a practitioner this includes our guidance to you in interpreting results and preparing for exploration sessions with the client. **This content should not be shared with your clients.** The second section contains charts without practitioner guidance. This is the version you should share with clients in exploration sessions.

How to prioritise interventions

We recommend the following order:

1. Key Dimensions First (Section Level) Focus on headline dimensions (e.g. Alignment, Communication). Prioritise deficits first:

- Lower Aligned → Lower Misaligned → Higher Misaligned
- If no material deficits exist, celebrate strengths and reinforce what is working.

2. Specific Areas Next (Question Level) Drill down into individual questions to identify precise behavioural gaps. Apply the same deficit-first priority:

- Lower Aligned → Lower Misaligned → Higher Misaligned
- Where no deficits exist, focus on targeted reinforcement and celebration.

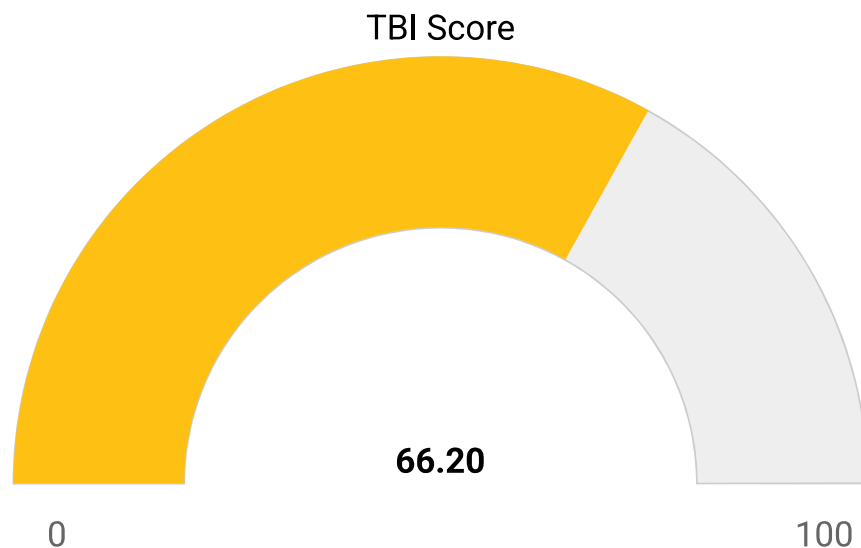
Throughout this report, look out for **Practitioner Guidance** sections, which include contextual recommendations and links to library resources. Each linked resource covers how to run the exercise, participant materials, and suggested follow-ups.

An overview of the Entrepleio TBI resource structure can be found [here](#).

We wish you every success with this project.

Team Entrepleio®

Team Behaviours Index



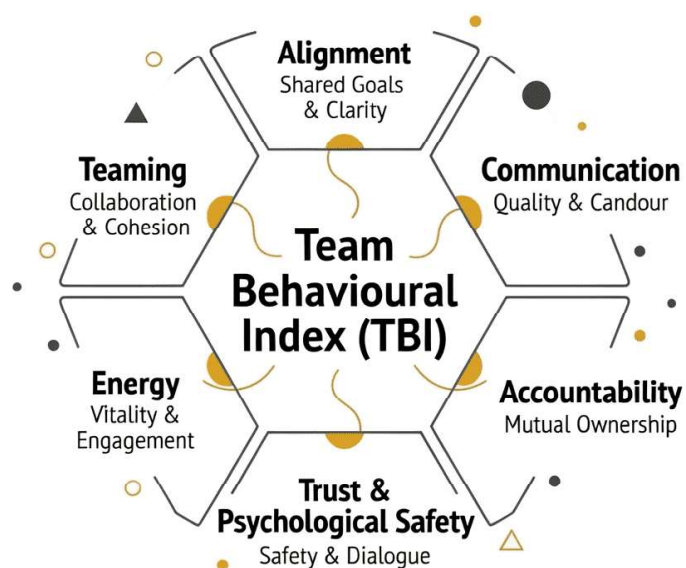
Minimum Score	Maximum Score
20.00	100.00

Practitioner Guidance

Warning: The responses indicate a low level of consistency. Team members are experiencing behaviours in fundamentally different ways. This suggests a lack of shared understanding and should be explored directly with the team.

Practitioner Guidance

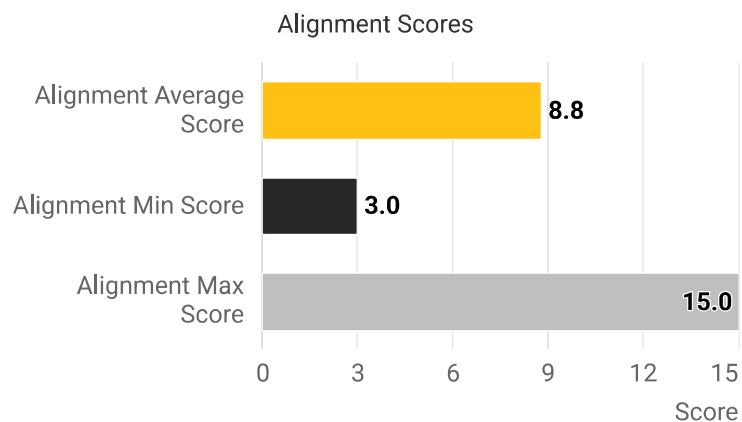
Developing – Some strengths, but key gaps impacting performance



Alignment

Alignment creates focused, effective teams where members understand the broader purpose, shared goals, and how their contributions fit the bigger picture. This clarity drives cohesion, streamlines decision-making, and reduces wasted effort.

Aligned teams pull in the same direction, building trust and motivation while driving performance. Without alignment, even talented teams risk working at cross-purposes.



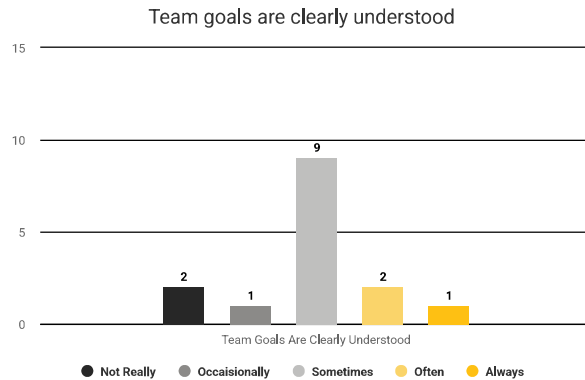
Practitioner Guidance

Caution: The range of responses indicates a moderate level of consistency in the views/ experiences of team behaviours. This is worth exploring with the team.

Lower and Misaligned: The team reports a lower level of alignment, and there are diverse responses. We recommend two exercises to increase alignment:

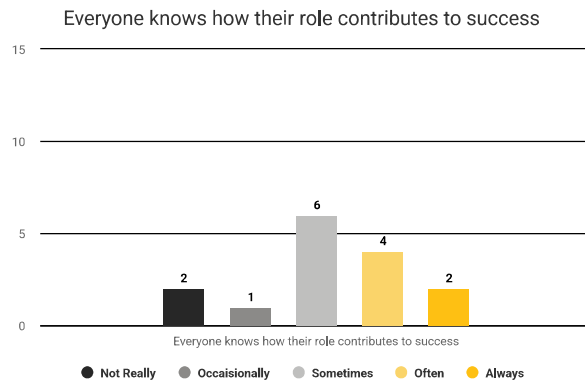
[Team Purpose LM.](#)

[Contribution Mapping LM.](#)



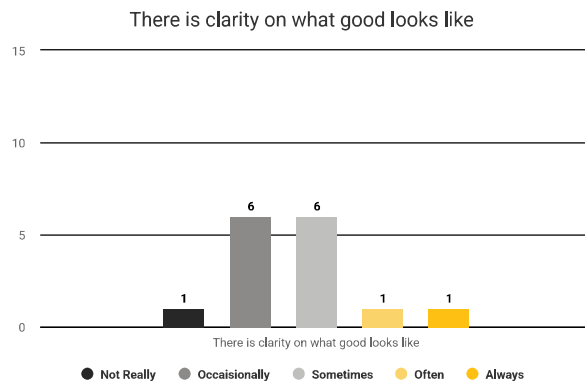
Practitioner Guidance: Lower and Misaligned. To increase understanding and engagement with goals across the team, and to create greater alignment, we recommend:

[Goal Set exercise \(LM\)](#)
[Three Horizons exercise \(LM\)](#)



Practitioner Guidance: Lower and Misaligned. To increase understanding and alignment of how roles contribute to team success we recommend:

[Role Clarity Canvas exercise \(LM\)](#)
[Role Contribution exercise \(LM\)](#)



Practitioner Guidance: Lower and Misaligned. To increase understanding and alignment of what good looks like for this team we recommend:

[Good, Bad, Ideal Behaviour exercise \(LM\)](#)
[Values into Action Mapping exercise \(LM\)](#)

Practitioner Preparation

Factual Observations (things you notice in the data)

Hypothesis (things you believe may be happening)

Questions (things you'd like the client to explore)

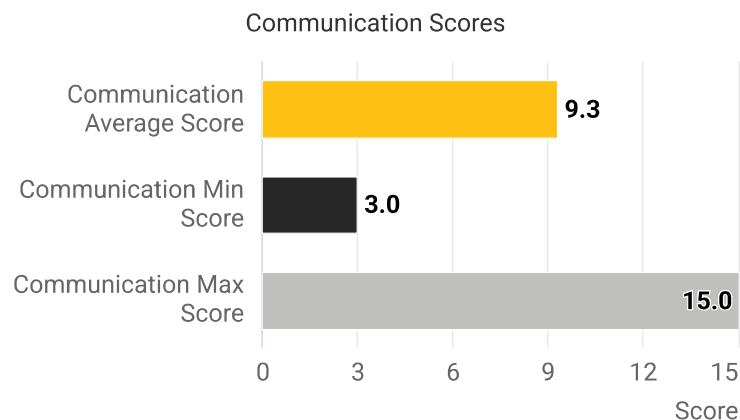
Notes

Communication

Effective communication creates shared understanding through open, respectful, and purposeful dialogue.

Strong teams foster clarity, active listening, and honest feedback whilst navigating difficult conversations to ensure key messages are heard and understood. This enables faster problem-solving, improved collaboration, and fewer misunderstandings.

Communication acts as the behavioural foundation that holds teams together

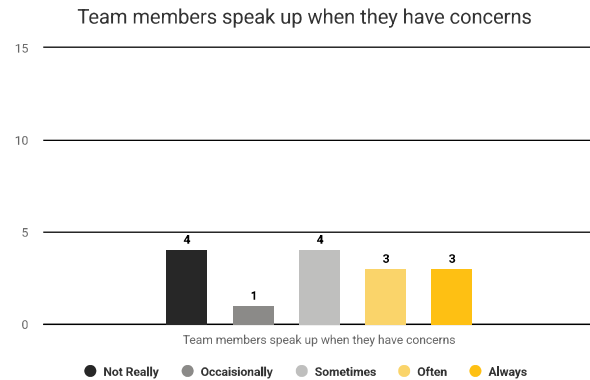


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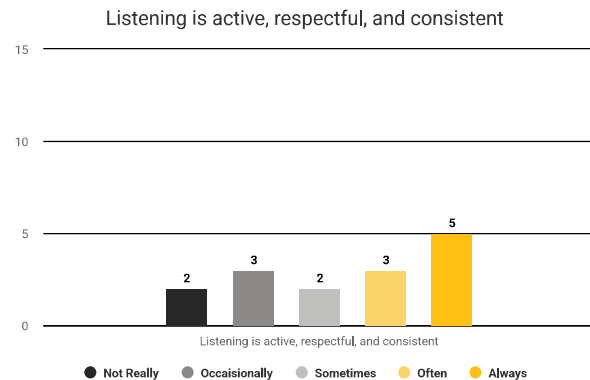
Lower and Misaligned: The team reports a lower level of communication capacity, and there are diverse responses. We recommend two exercises to increase communication capacities:

[Communication Assumption Check LM](#)
[Values Based Dialogue LM](#)



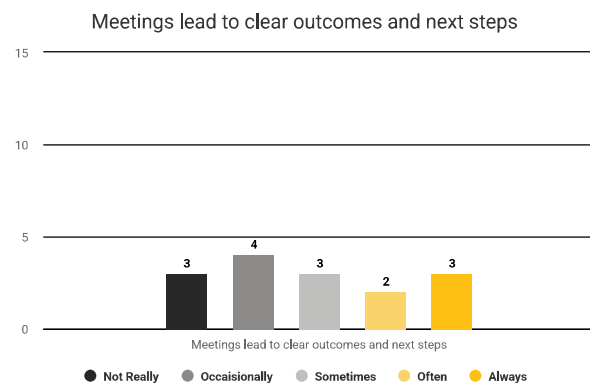
Practitioner Guidance: **Lower and Misaligned.** To increase and align team members' confidence and comfort in speaking up when they have concerns we recommend:

[Safety Spectrum exercise \(LM\)](#)
[Psychological Safety exercise \(LM\)](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align the quality and value of listening within this team we recommend:

[Listening Agreements exercise \(LM\)](#)
[Listening Triads exercise \(LM\)](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align the clarity and quality of outcomes and next steps from team meetings within this team we recommend:

[Meeting Design exercise \(LM\)](#)
[RACI Design exercise \(LM\)](#)

Practitioner Preparation

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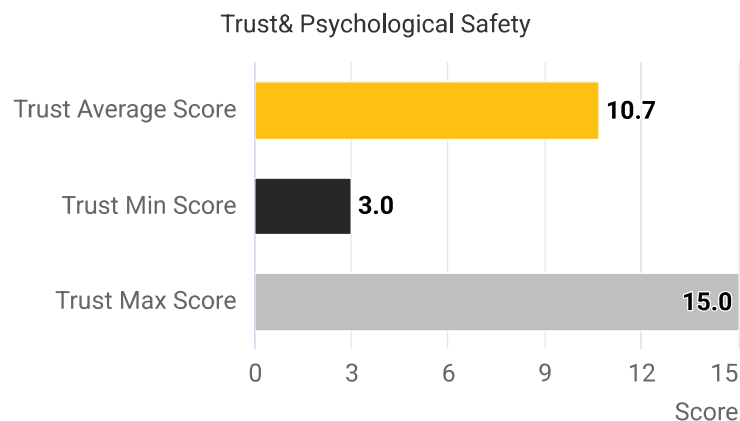
Notes

Trust & Psychological Safety

Trust and psychological safety give team members confidence to speak up, challenge ideas, admit mistakes, and take interpersonal risks without fear of embarrassment or punishment.

When present, innovation thrives and feedback flows freely. People feel supported rather than judged, enabling authentic collaboration.

Without trust, teams become defensive, guarded, and blame-focused, limiting both learning and progress.

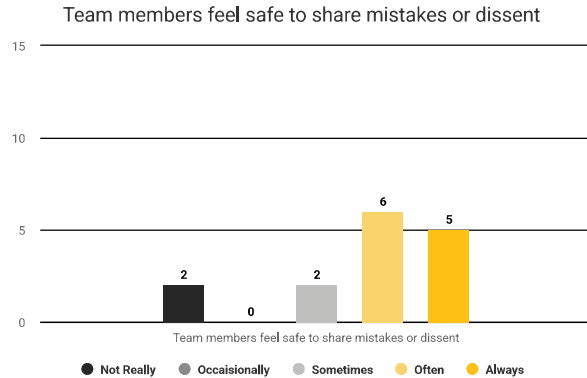


Practitioner Guidance

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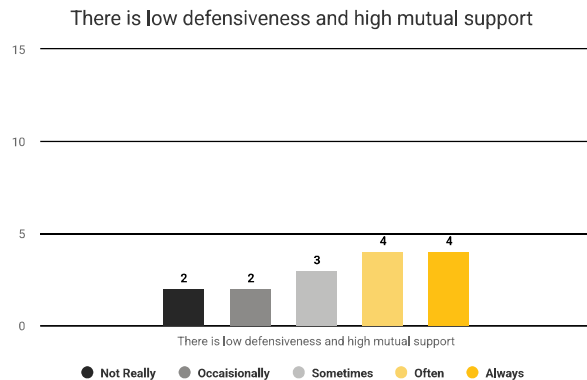
[Courageous Questions LM](#)
[Psychological Safety Map LM](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align team members' confidence and comfort in sharing mistakes or in dissenting we recommend:

[Post Mortem Learning exercise \(LM\)](#)

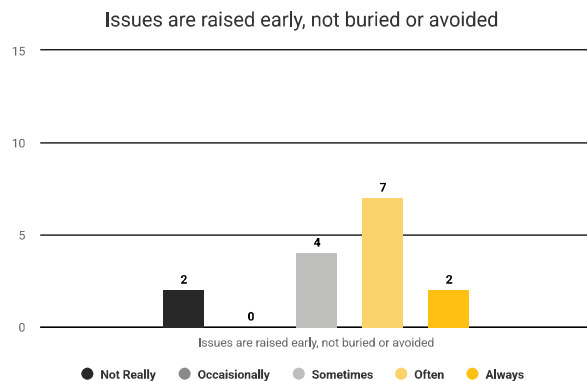
[Psychological Safety Signals exercise \(LM\)](#)



Practitioner Guidance: **Lower and Misaligned.** To lower team members' defensiveness and increase their capacities to offer higher mutual support we recommend:

[Triggers and Glimmers exercise \(LM\)](#)

[Vulnerability Loop exercise \(LM\)](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align the team's confidence in raising issues earlier, rather than burying or avoiding them we recommend:

[Speakup Spectrum exercise \(LM\)](#)

[Unsaid Conversations exercise \(LM\)](#)

Practitioner Preparation

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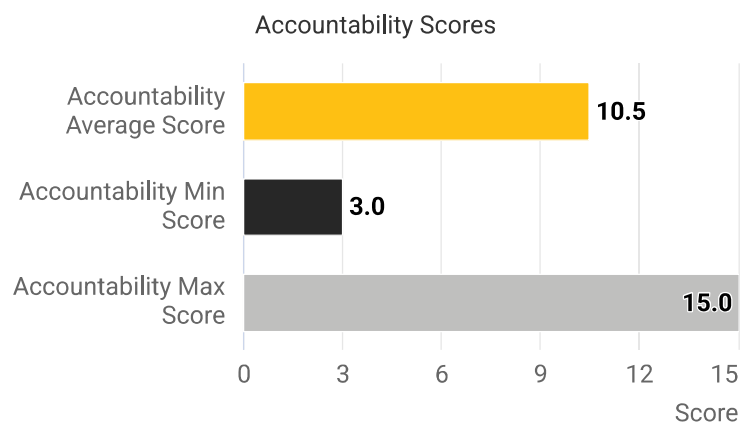
Notes

Accountability

Accountability means taking ownership for tasks, behaviours, and team outcomes.

High-performing teams hold themselves and each other to agreed standards without waiting for managerial oversight. This creates a culture of reliability, integrity, and mutual respect whilst encouraging a growth mindset where feedback is welcomed and mistakes become learning opportunities.

Without accountability, responsibility is avoided, problems ignored, and performance suffers.

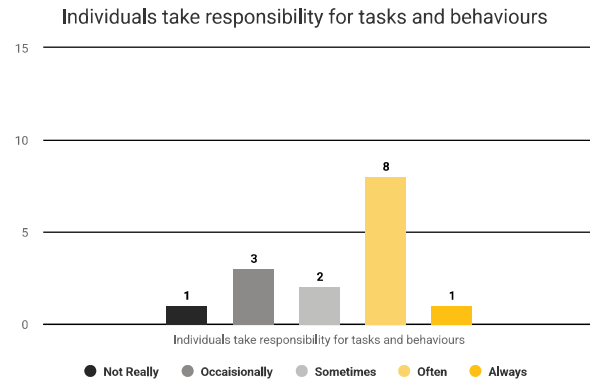


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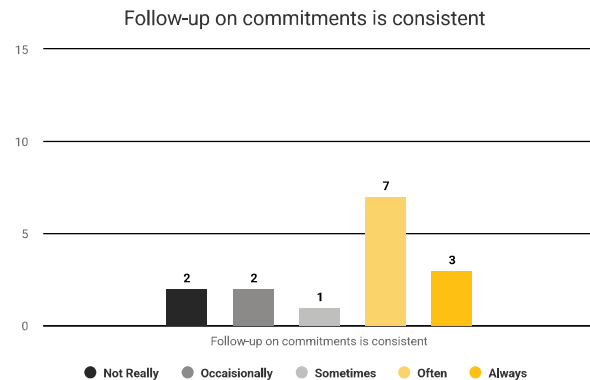
Lower and Misaligned: The team reports a lower capacity for accountability with diverse responses. We recommend two exercises to increase Trust and Psychological Safety capacities:

[The Accountability Contact LM](#)
[Line of Control Mapping LM](#)



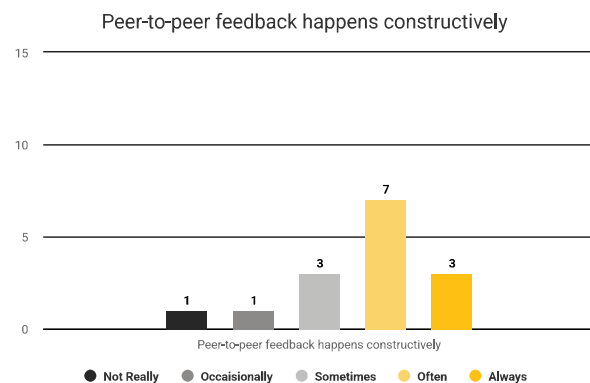
Practitioner Guidance: **Lower and Misaligned.** To increase and align team members' capacities take greater responsibility for tasks and behaviours we recommend:

[Clear Ownership Map exercise \(LM\)](#).
['If I own it, I will' exercise \(LM\)](#).



Practitioner Guidance: **Lower and Misaligned.** To improve and align the capacities for team members to meet commitments we recommend:

[Done Means Done exercise \(LM\)](#).
[Slippage Solution Mapping exercise \(LM\)](#).



Practitioner Guidance: **Lower and Misaligned.** To increase and align the manner and value of peer to peer feedback we recommend:

[Feed Forward Exchange exercise \(LM\)](#).
[Team Feedback Agreements exercise \(LM\)](#).

Practitioner Preparation

Factual Observations (things you notice in the data)

Hypothesis (things you believe may be happening)

Questions (things you'd like the client to explore)

Notes

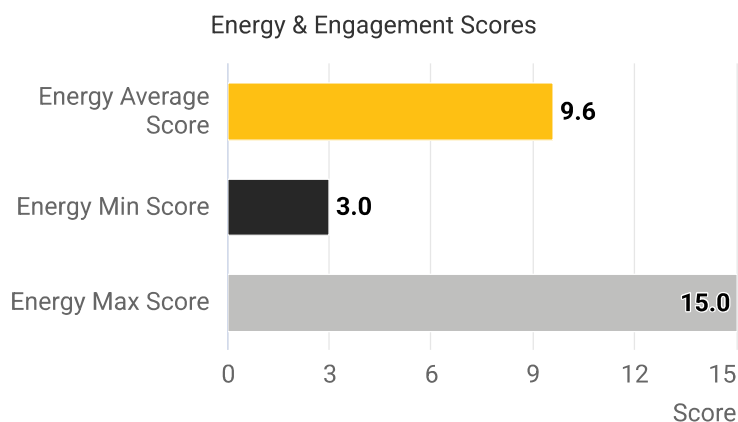
Energy & Engagement

Team energy reflects its culture. High engagement brings discretionary effort, positivity, and resilience.

Members are present, proactive, and willing to exceed expectations because they want to, not because they must.

Energetic teams recover faster from setbacks and maintain momentum during challenging periods.

Sustained low energy signals potential burnout, disengagement, or deeper dysfunction.



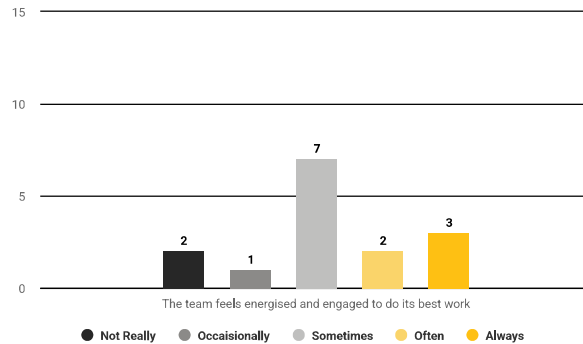
Practitioner Guidance

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[Collaborative Challenge Sprint LM](#)
[Energisers and Drainers LM](#)

The team feels energised and engaged to do its best work

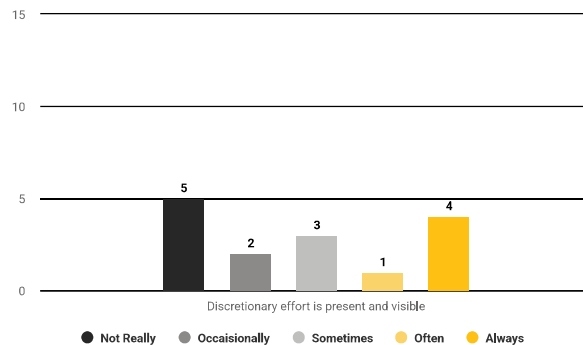


Practitioner Guidance: Lower and Misaligned. To improve and align the level of energy and engagement within the team we recommend:

[Future Vision Postcards exercise \(LM\)](#)

[Team Strengths Web exercise \(LM\)](#)

Discretionary effort is present and visible

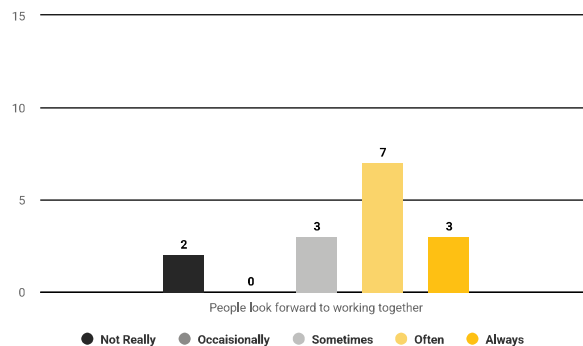


Practitioner Guidance: Lower and Misaligned. To increase and align the level and visibility of discretionary effort within the team we recommend:

[Above and Beyond Moments exercise \(LM\)](#)

[Energy to Effort Drivers exercise \(LM\)](#)

People look forward to working together



Practitioner Guidance: Lower and Misaligned. To increase and align the level of enthusiasm team members feel about working together we recommend:

[Team Joy Map exercise \(LM\)](#)

[The Adventure Ahead exercise \(LM\)](#)

Practitioner Preparation

Factual Observations (things you notice in the data)

Hypothesis (things you believe may be happening)

Questions (things you'd like the client to explore)

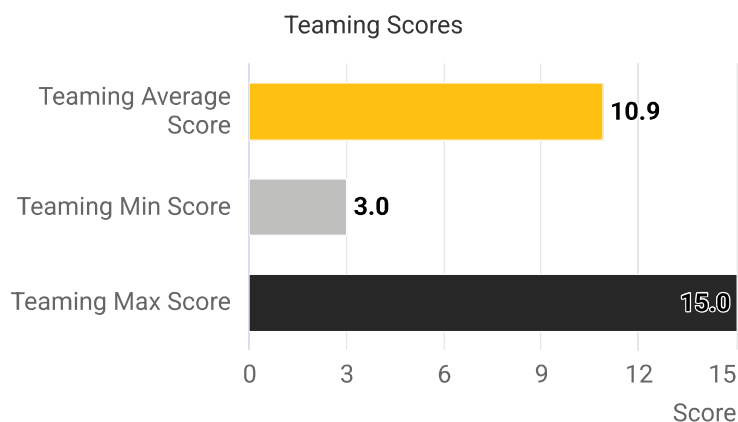
Notes

Teaming

Teaming transcends working together to build deep, dynamic connections within the team.

Strong teaming environments feature members who know and appreciate each other's values, strengths, and working preferences. They collaborate seamlessly, adapt together, and operate with shared rhythm, even without managerial presence.

This social foundation strengthens resilience, promotes inclusion, and creates belonging.

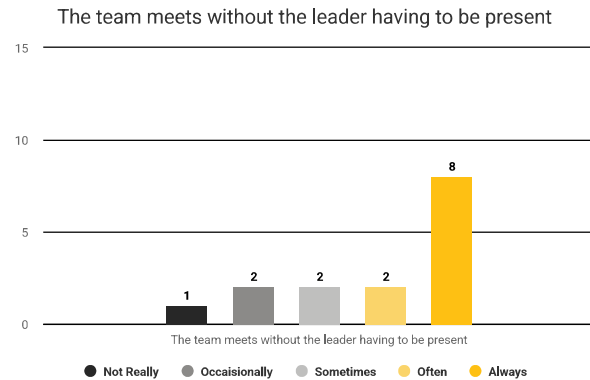


Practitioner Guidance

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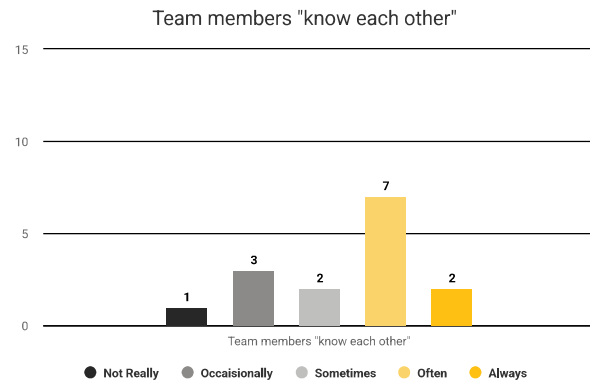
[Adaptive Collaboration exercise LM](#)
[Shared Rhythm Restrospective LM](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align the capacity for the team to act with greater autonomy when teaming we recommend:

[Decision Making Playbook exercise \(LM\)](#)

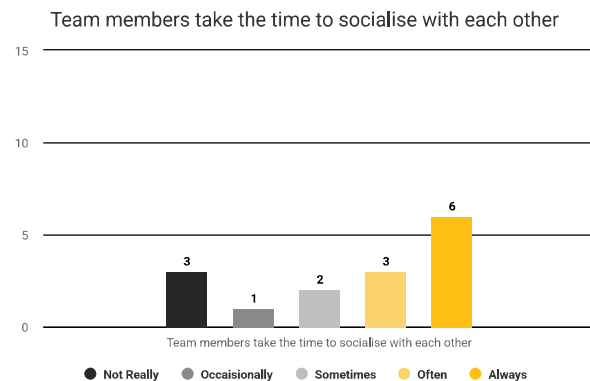
[Invisible Leader exercise \(LM\)](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align the level of empathy and understanding team members have for and of each other we recommend:

[Purpose Mapping exercise \(LM\)](#)

[Working Styles Spectrum exercise \(LM\)](#)



Practitioner Guidance: **Lower and Misaligned.** To increase and align the level of value and effort team members invest in spending quality time together we recommend:

[Coffee and Conversations Circles exercise \(LM\)](#)

[Story Seeds exercise \(LM\)](#)

Practitioner Preparation

Factual Observations (things you notice in the data)

Hypothesis (things you believe may be happening)

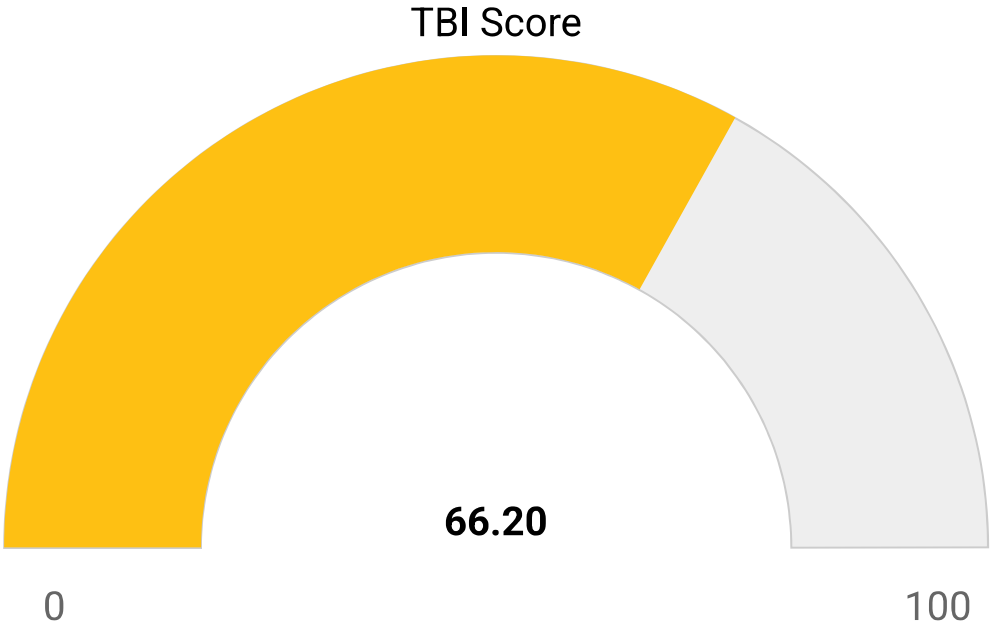
Questions (things you'd like the client to explore)

Notes

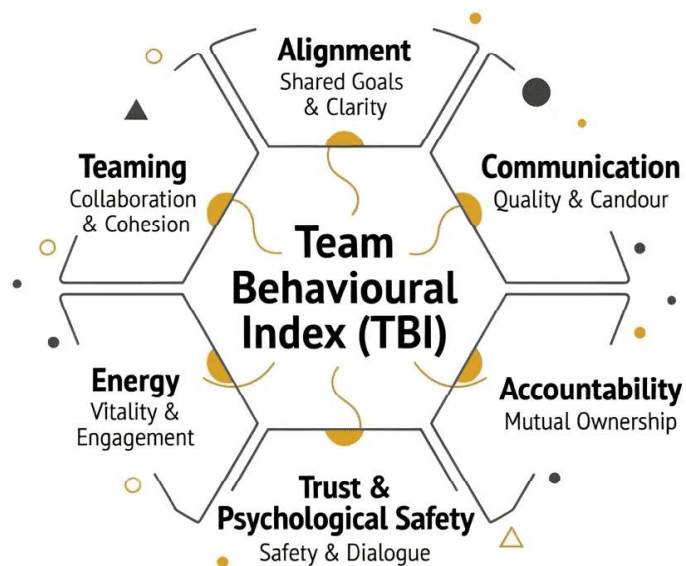
Client Report Section

This section contains all TBI charts without the Practitioner Commentary.
We recommend you use this section to support your exploration of results with your clients.

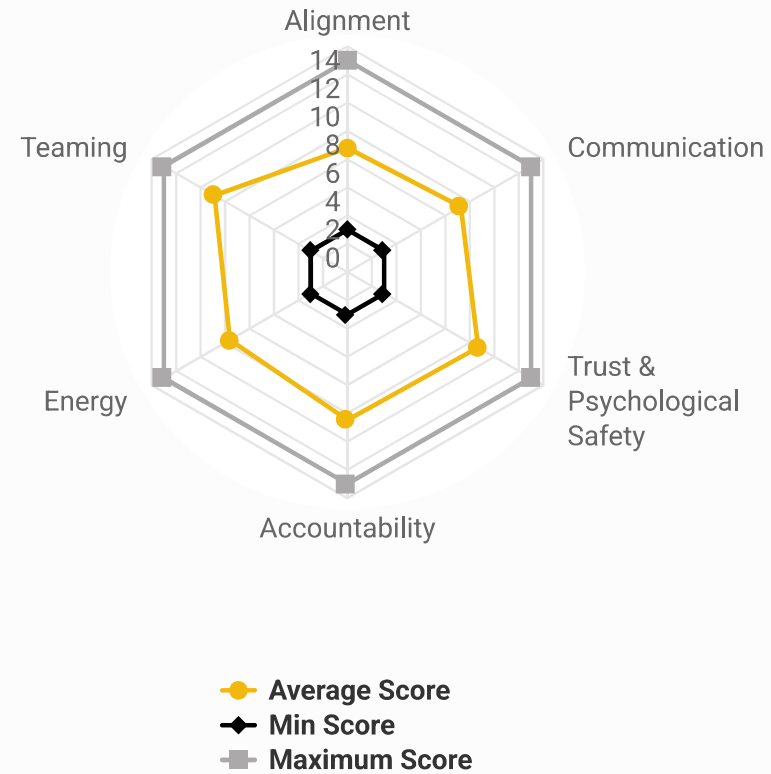
Team Behaviours Index



Minimum Score	Maximum Score
20.00	100.00



Team Behaviour Dimensions



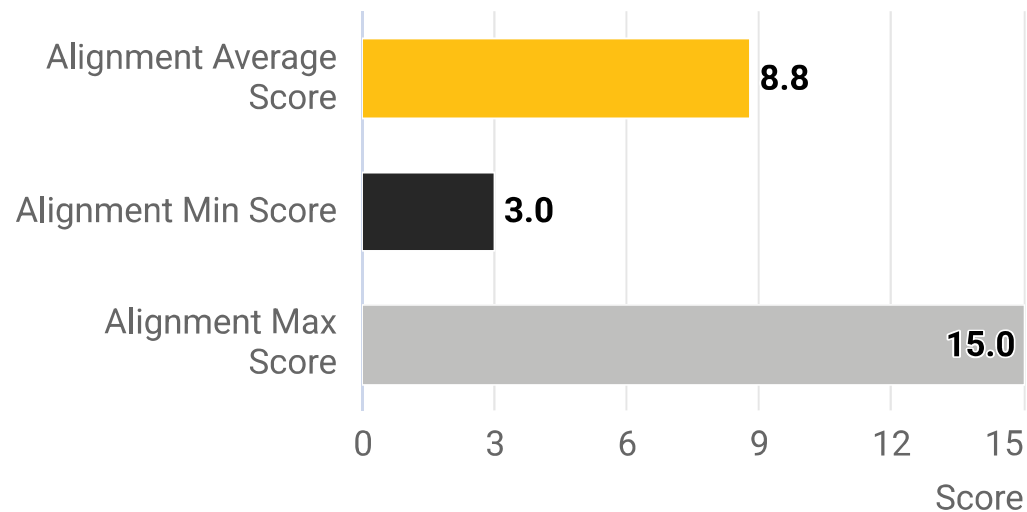
Alignment

Alignment creates focused, effective teams where members understand the broader purpose, shared goals, and how their contributions fit the bigger picture. This clarity drives cohesion, streamlines decision-making, and reduces wasted effort.

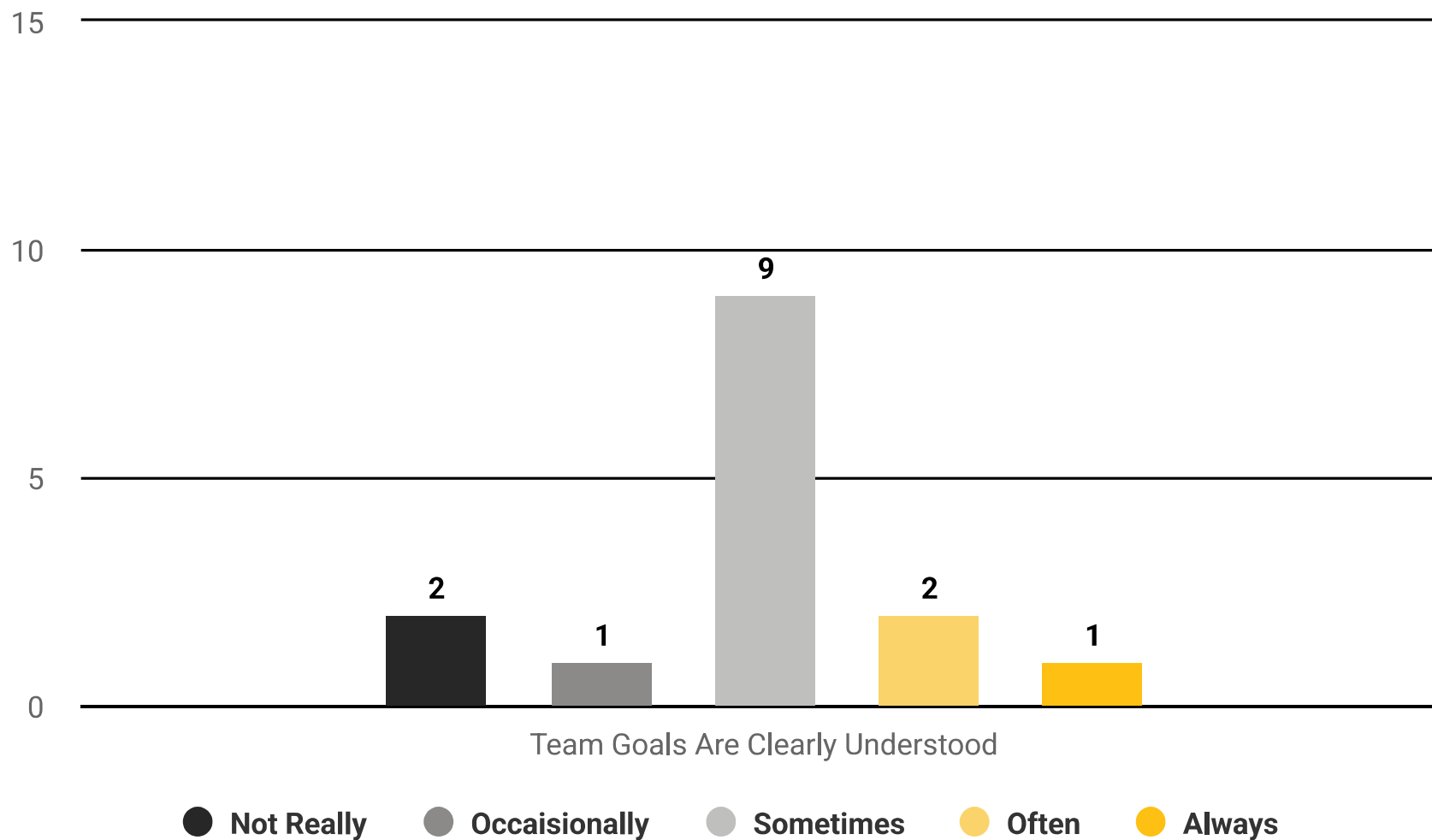
Aligned teams pull in the same direction, building trust and motivation while driving performance. Without alignment, even talented teams risk working at cross-purposes.



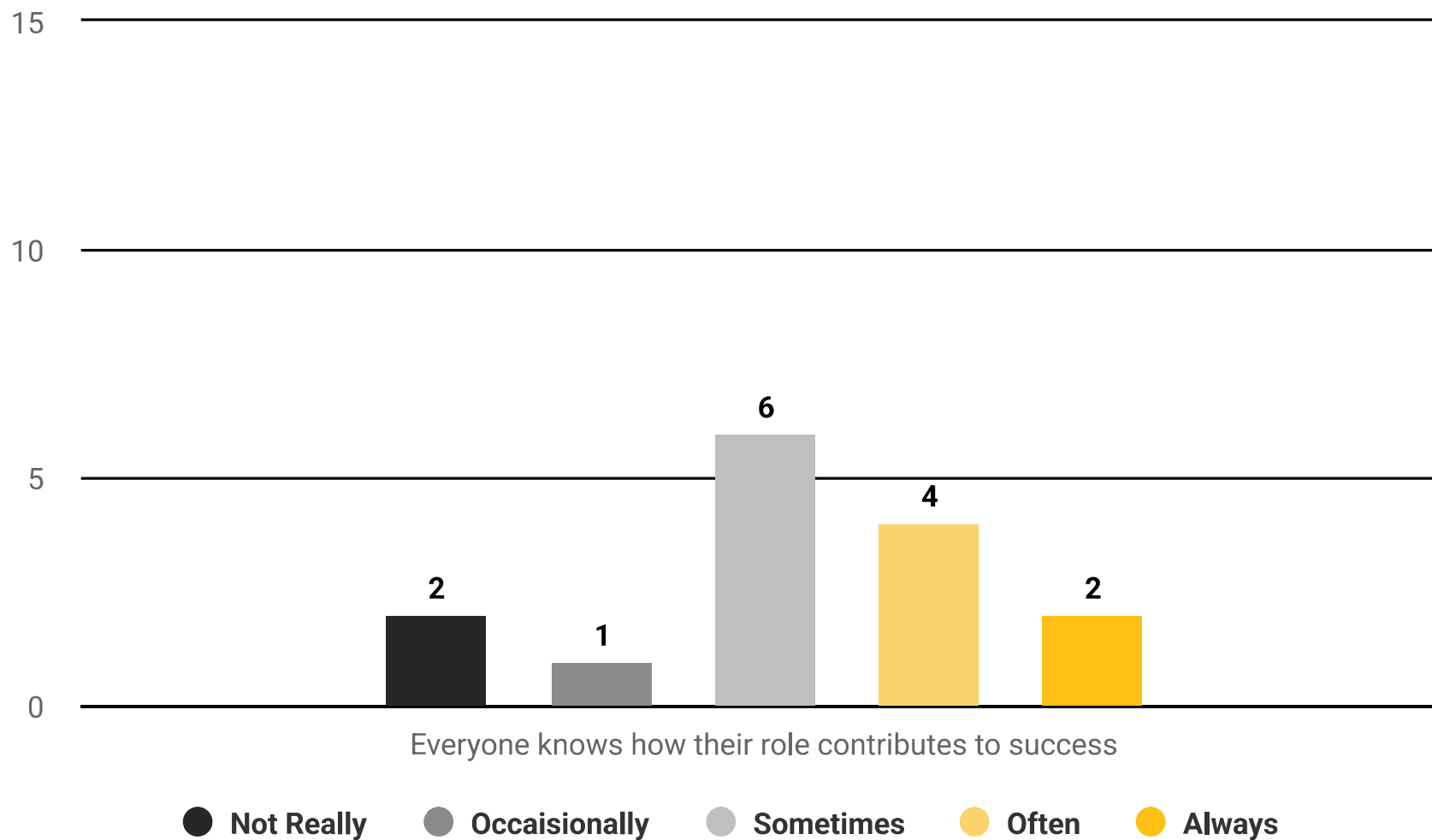
Alignment Scores



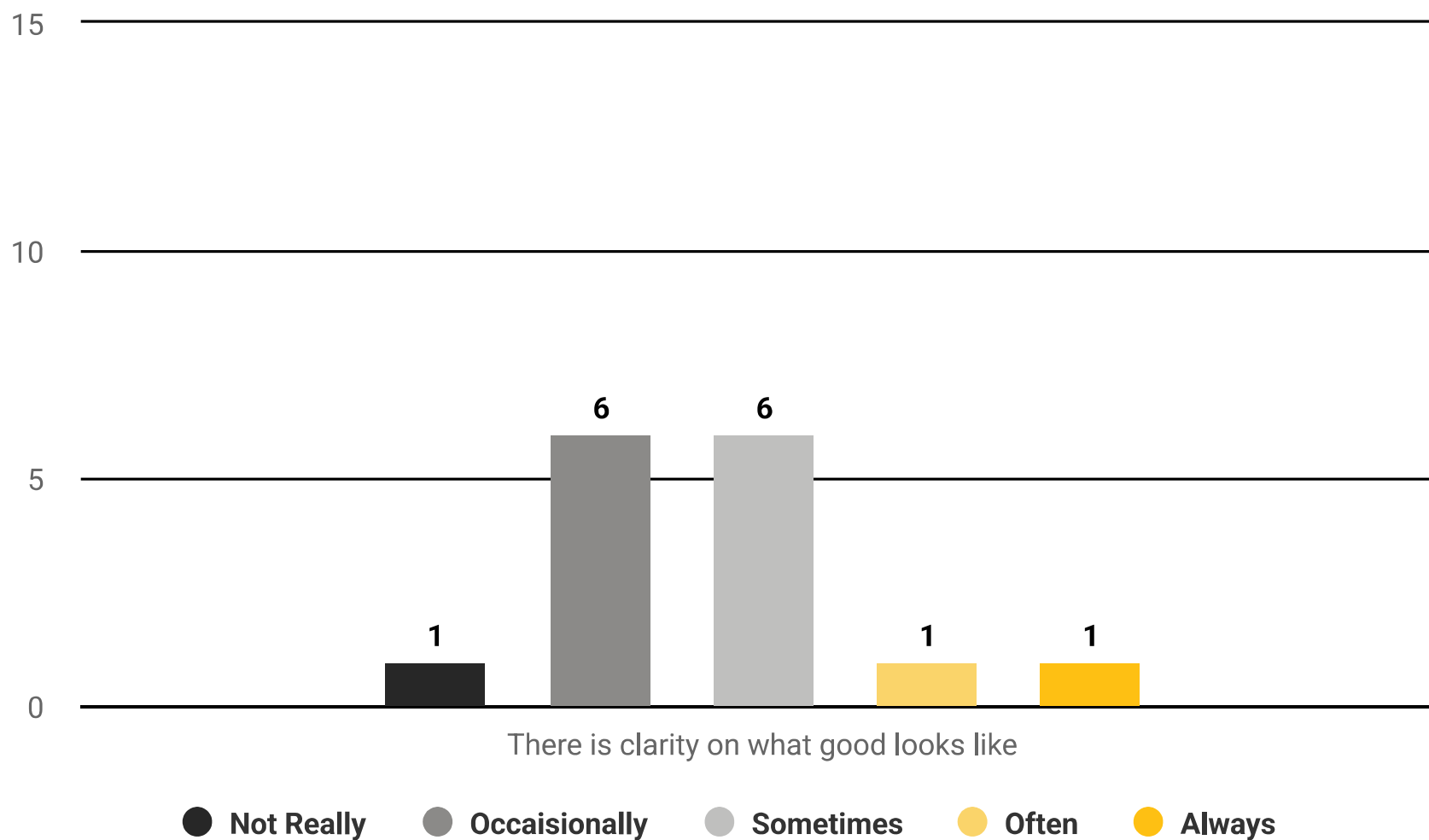
Team goals are clearly understood



Everyone knows how their role contributes to success



There is clarity on what good looks like



Communication

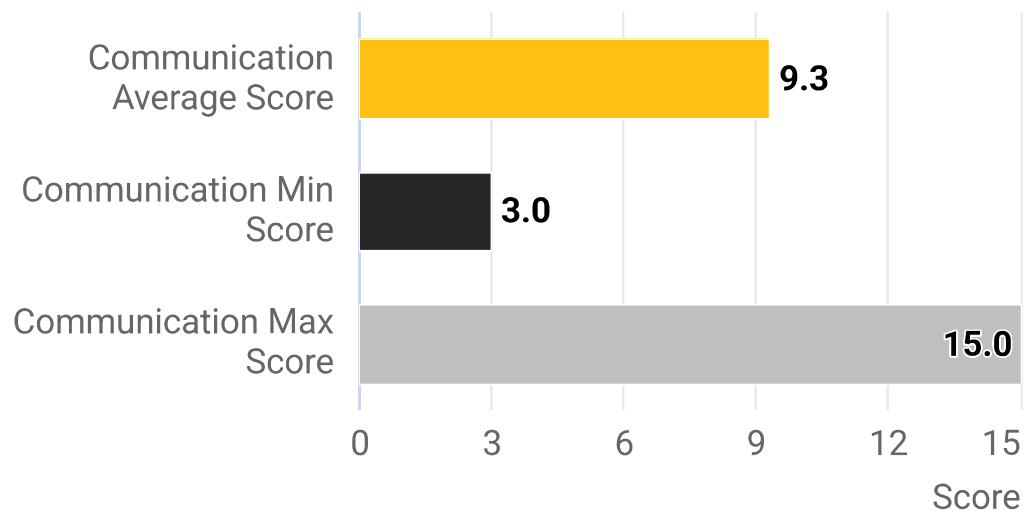
Effective communication creates shared understanding through open, respectful, and purposeful dialogue.

Strong teams foster clarity, active listening, and honest feedback whilst navigating difficult conversations to ensure key messages are heard and understood. This enables faster problem-solving, improved collaboration, and fewer misunderstandings.

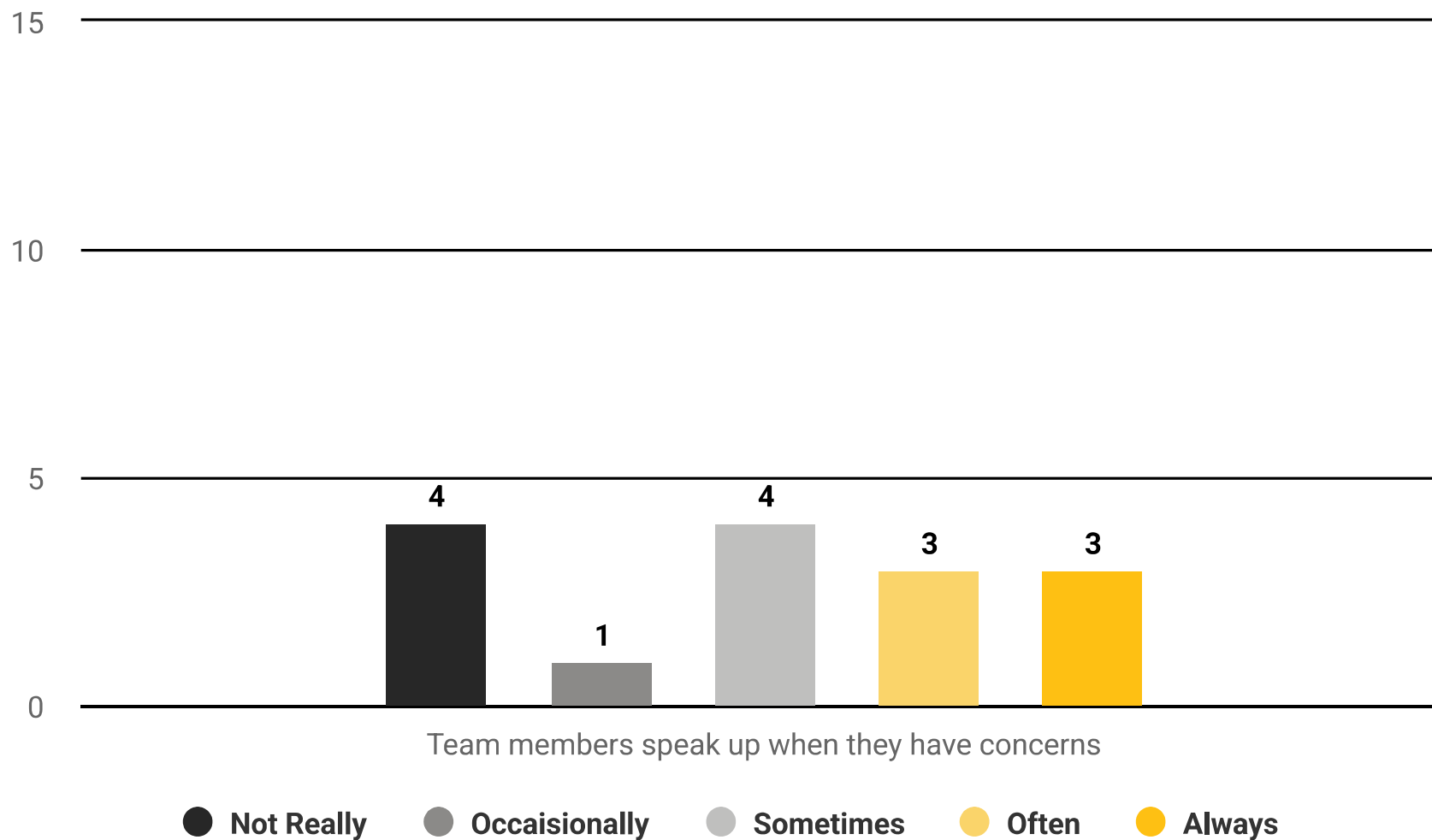
Communication acts as the behavioural foundation that holds teams together



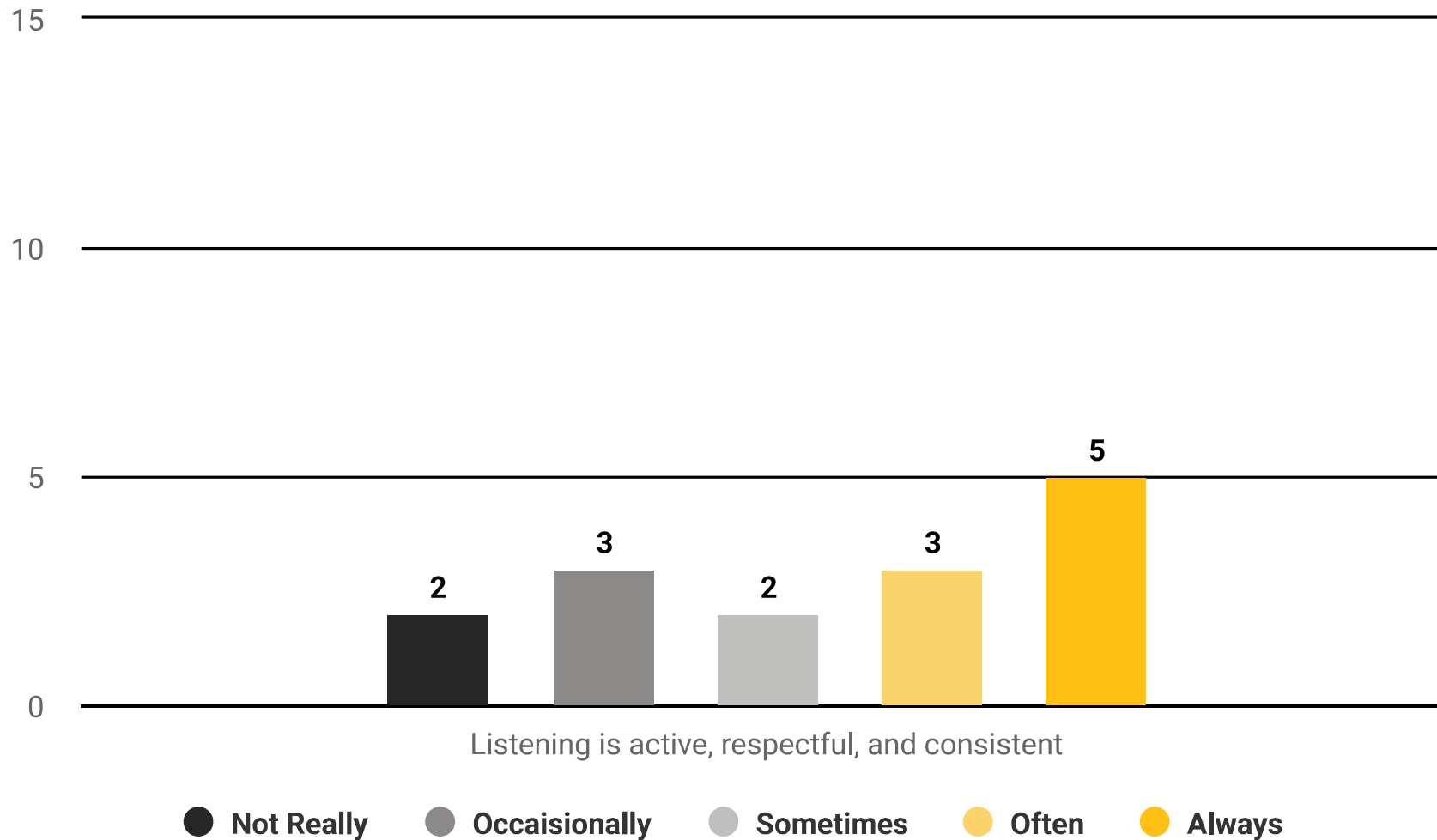
Communication Scores



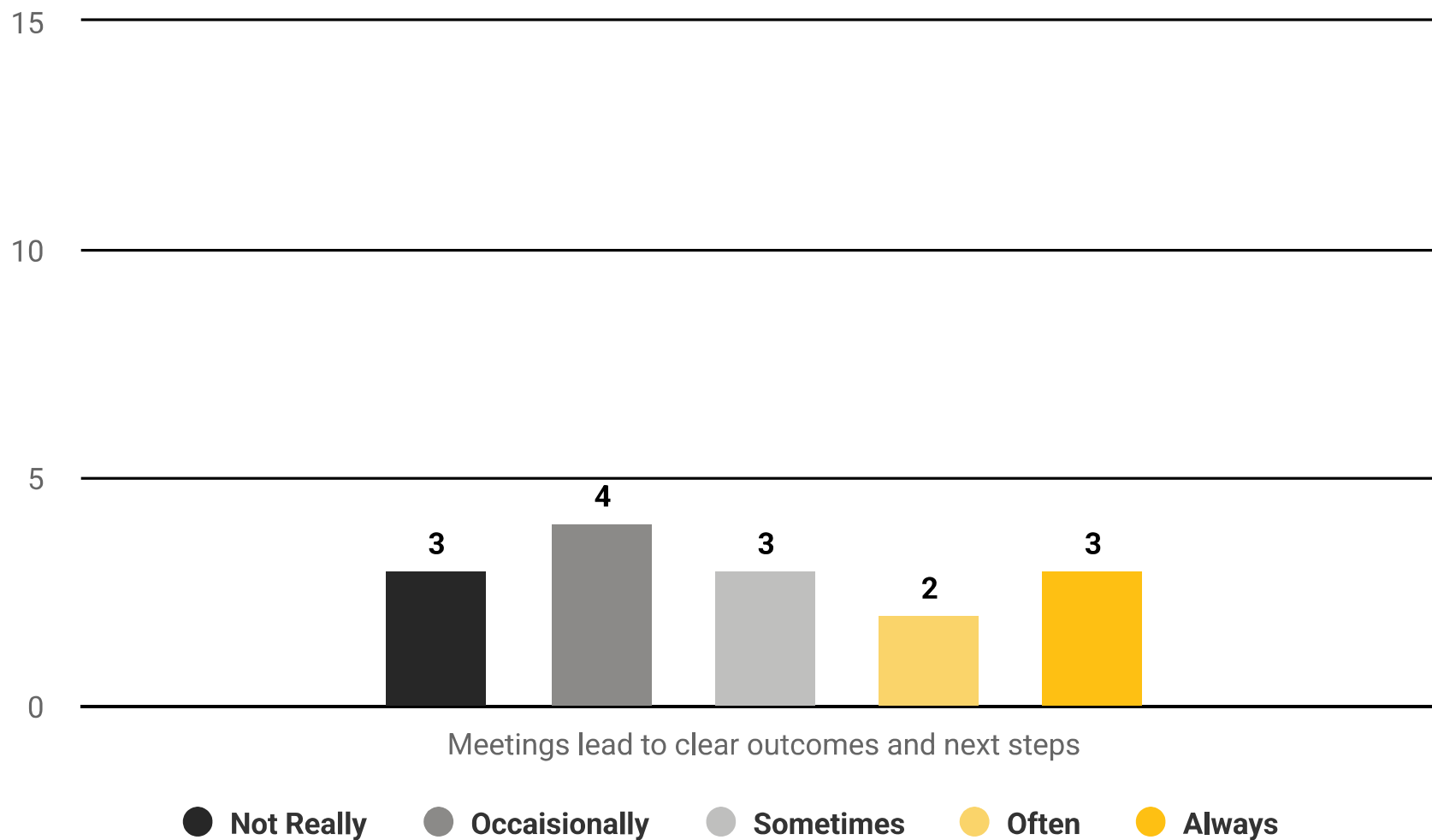
Team members speak up when they have concerns



Listening is active, respectful, and consistent



Meetings lead to clear outcomes and next steps



Trust & Psychological Safety

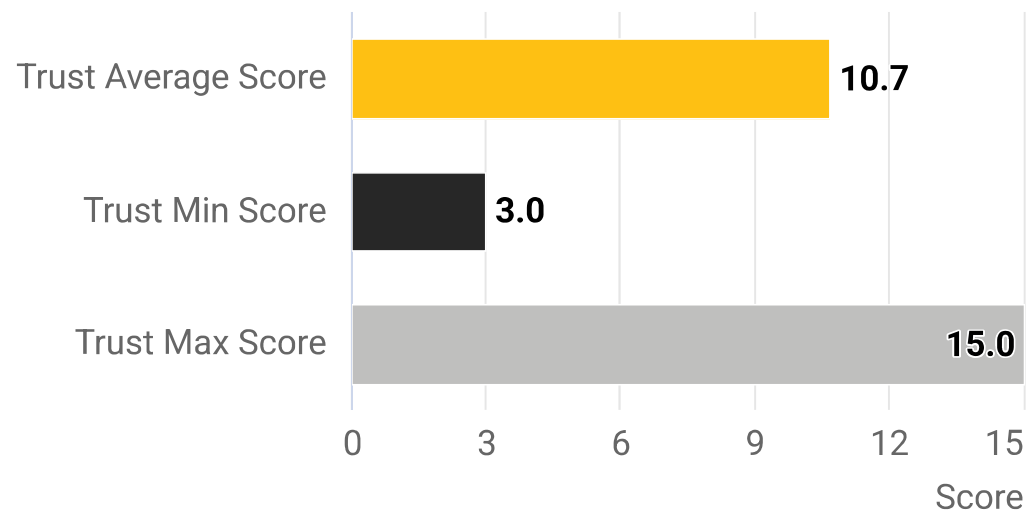
Trust and psychological safety give team members confidence to speak up, challenge ideas, admit mistakes, and take interpersonal risks without fear of embarrassment or punishment.

When present, innovation thrives and feedback flows freely. People feel supported rather than judged, enabling authentic collaboration.

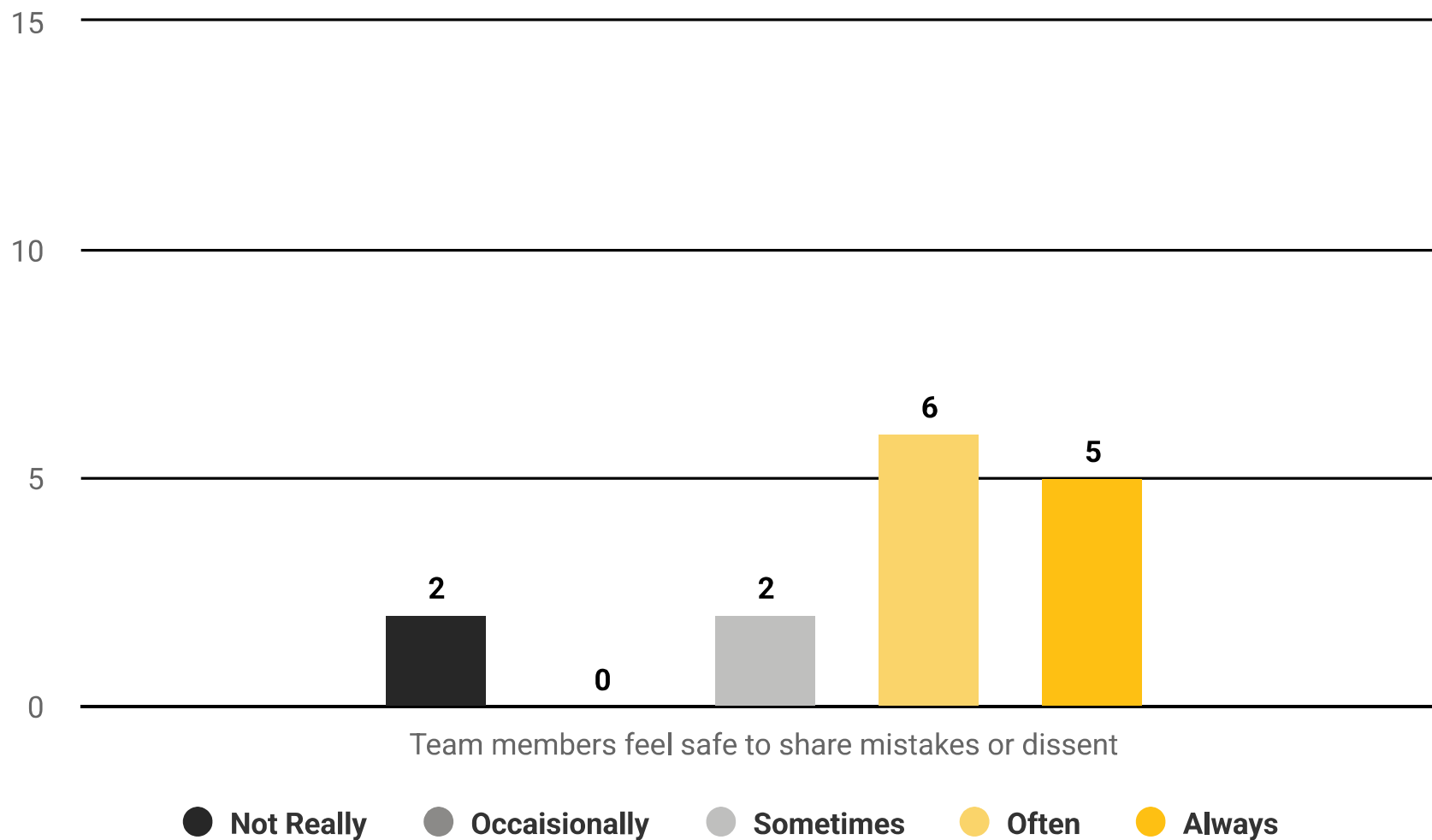
Without trust, teams become defensive, guarded, and blame-focused, limiting both learning and progress.



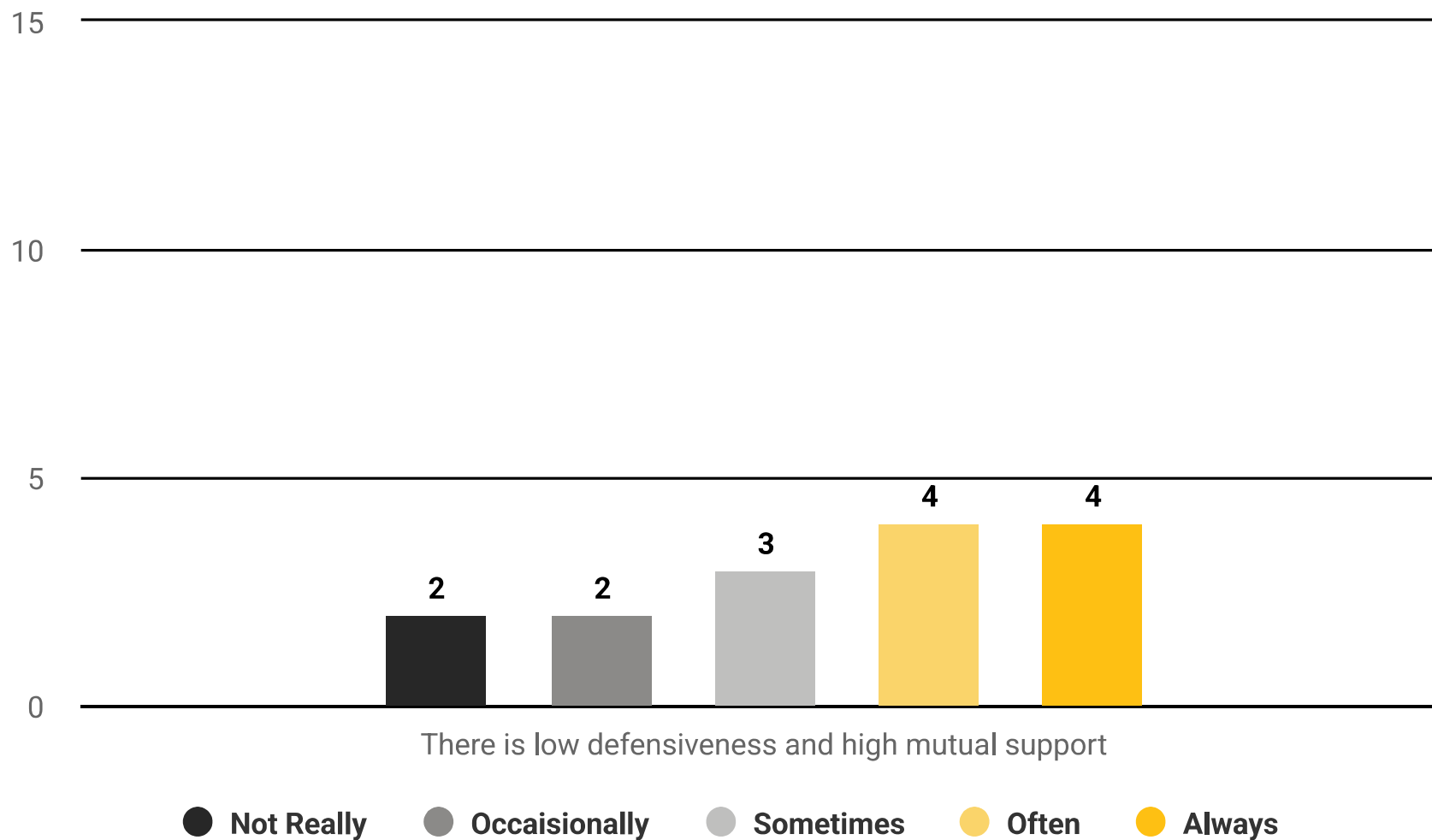
Trust & Psychological Safety



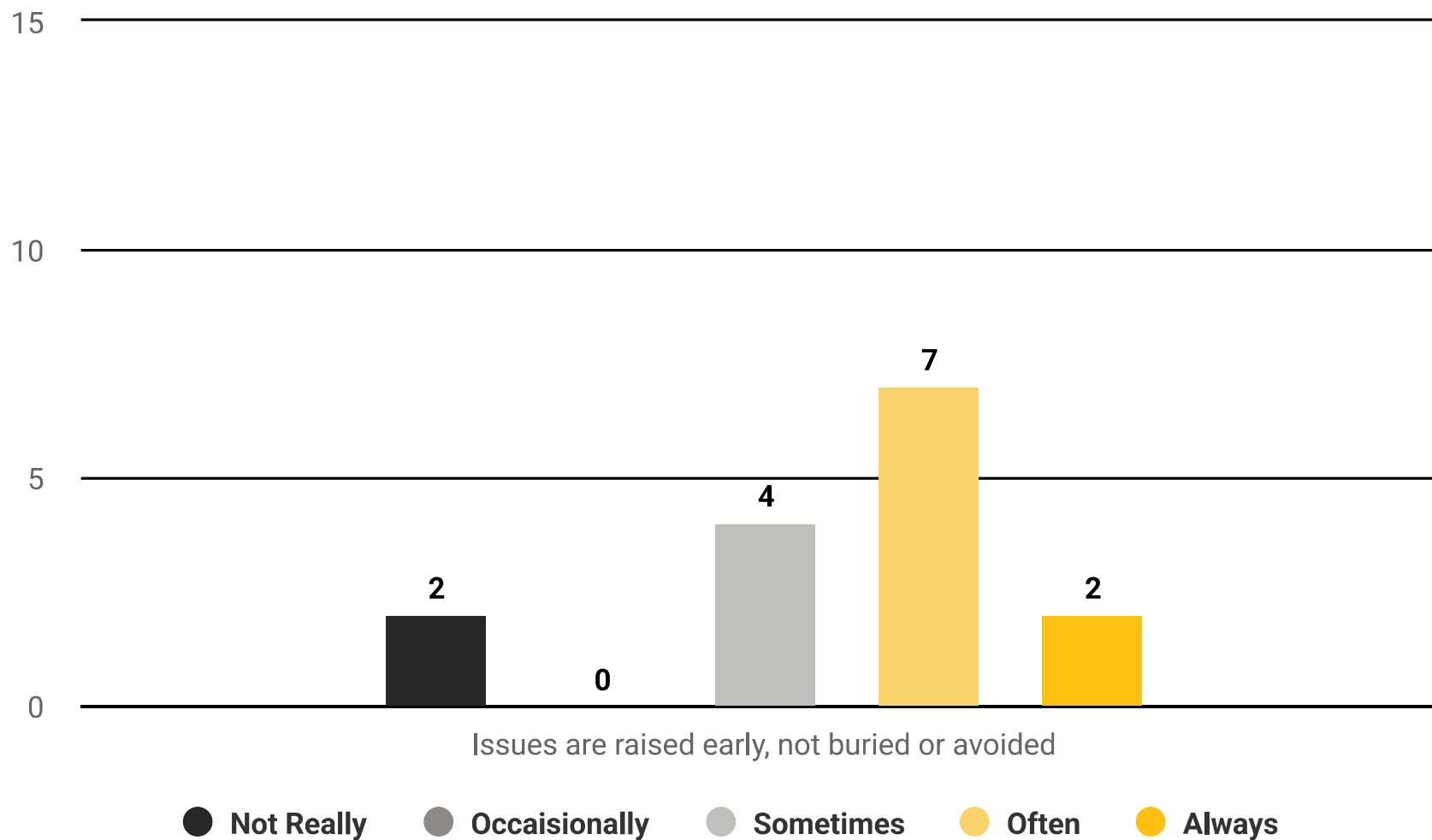
Team members feel safe to share mistakes or dissent



There is low defensiveness and high mutual support



Issues are raised early, not buried or avoided



Accountability

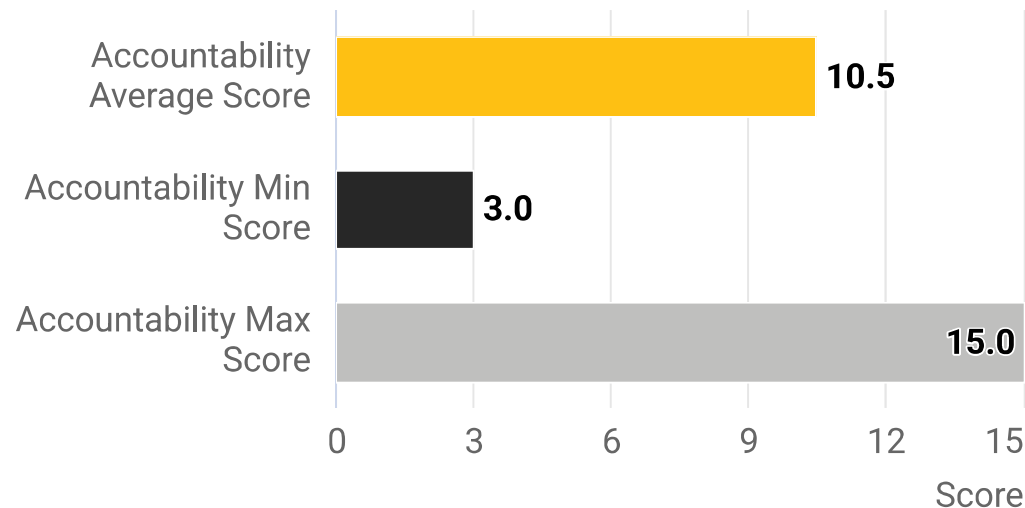
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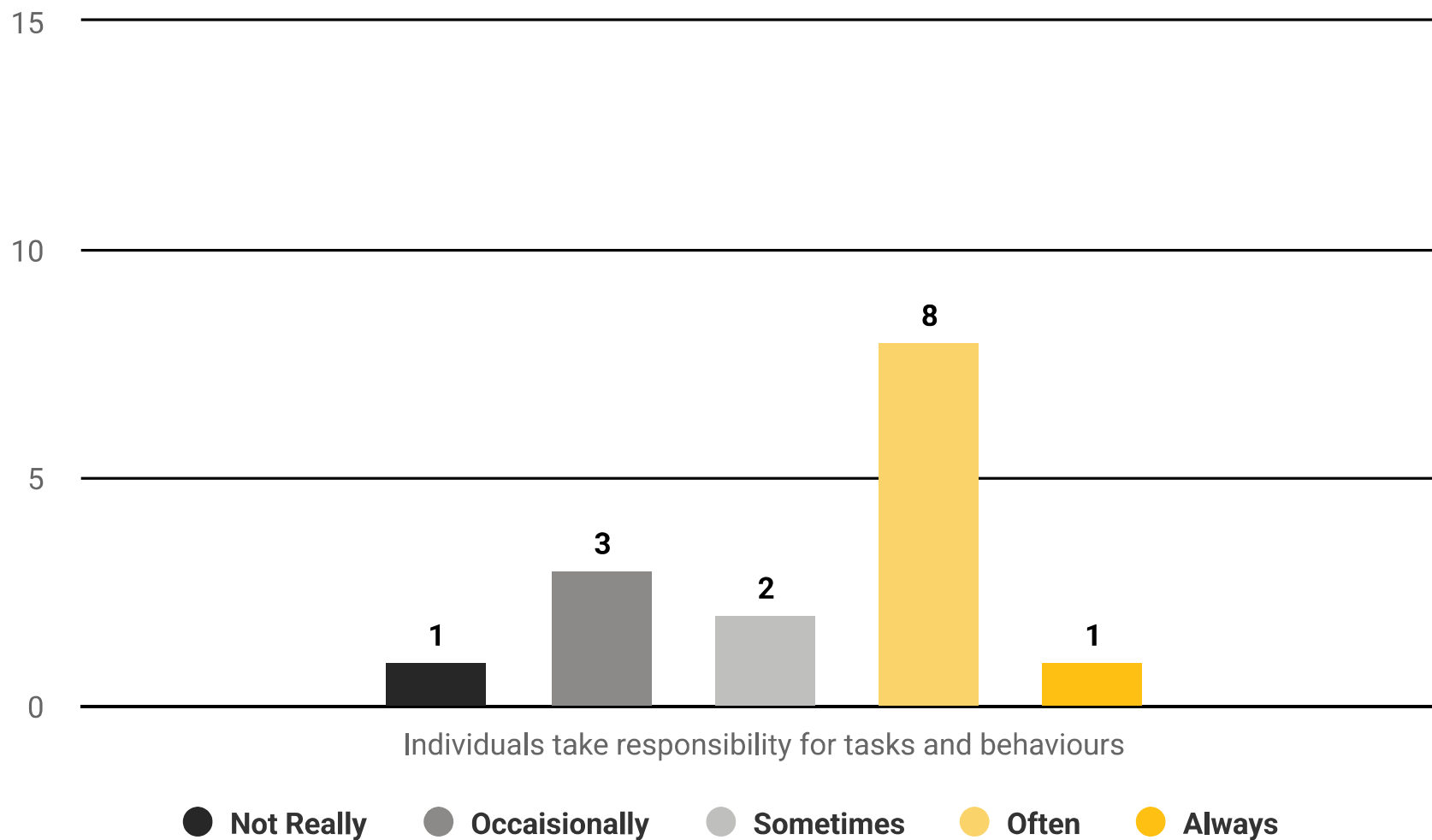
Without accountability, responsibility is avoided, problems ignored, and performance suffers.



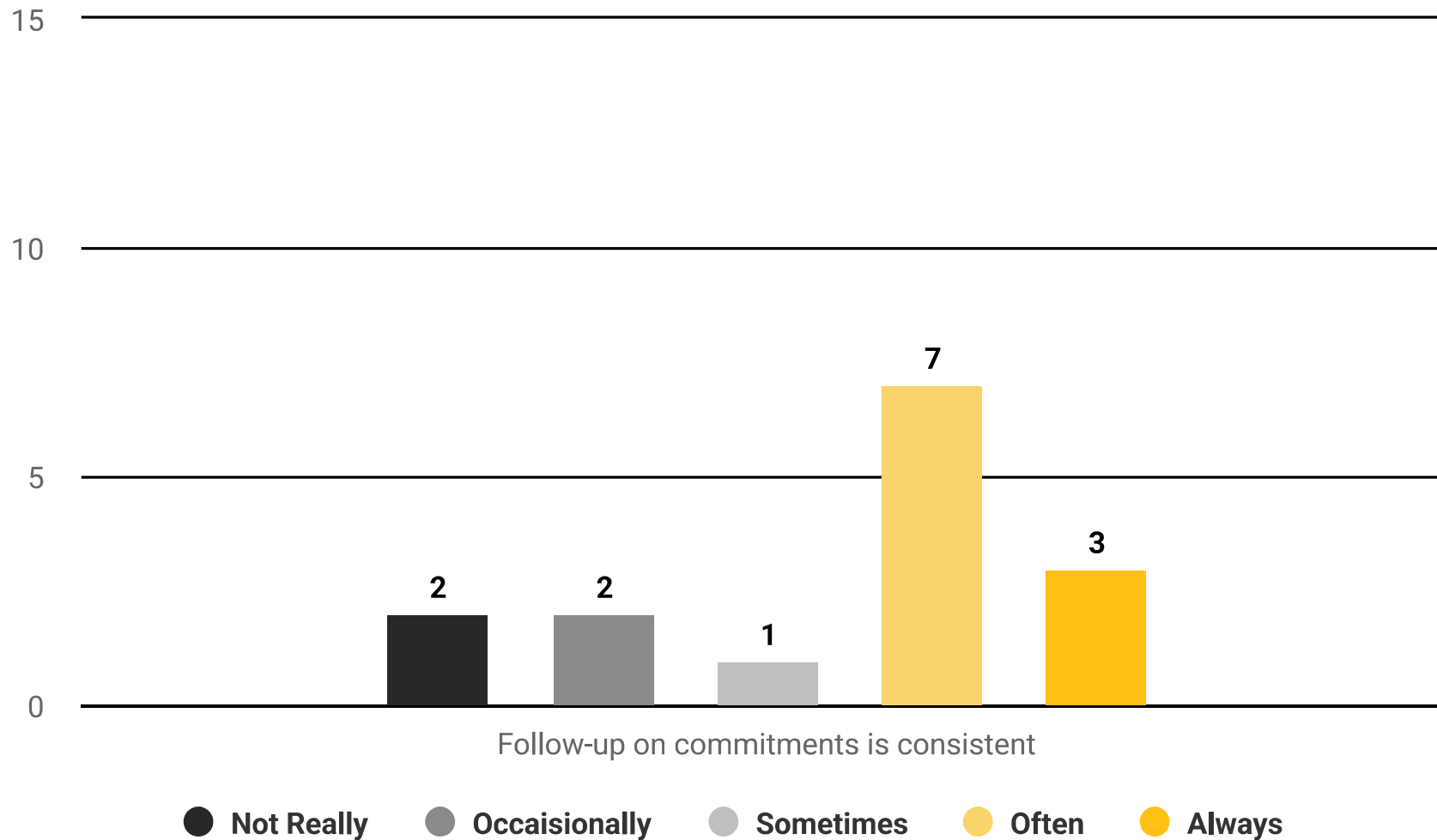
Accountability Scores



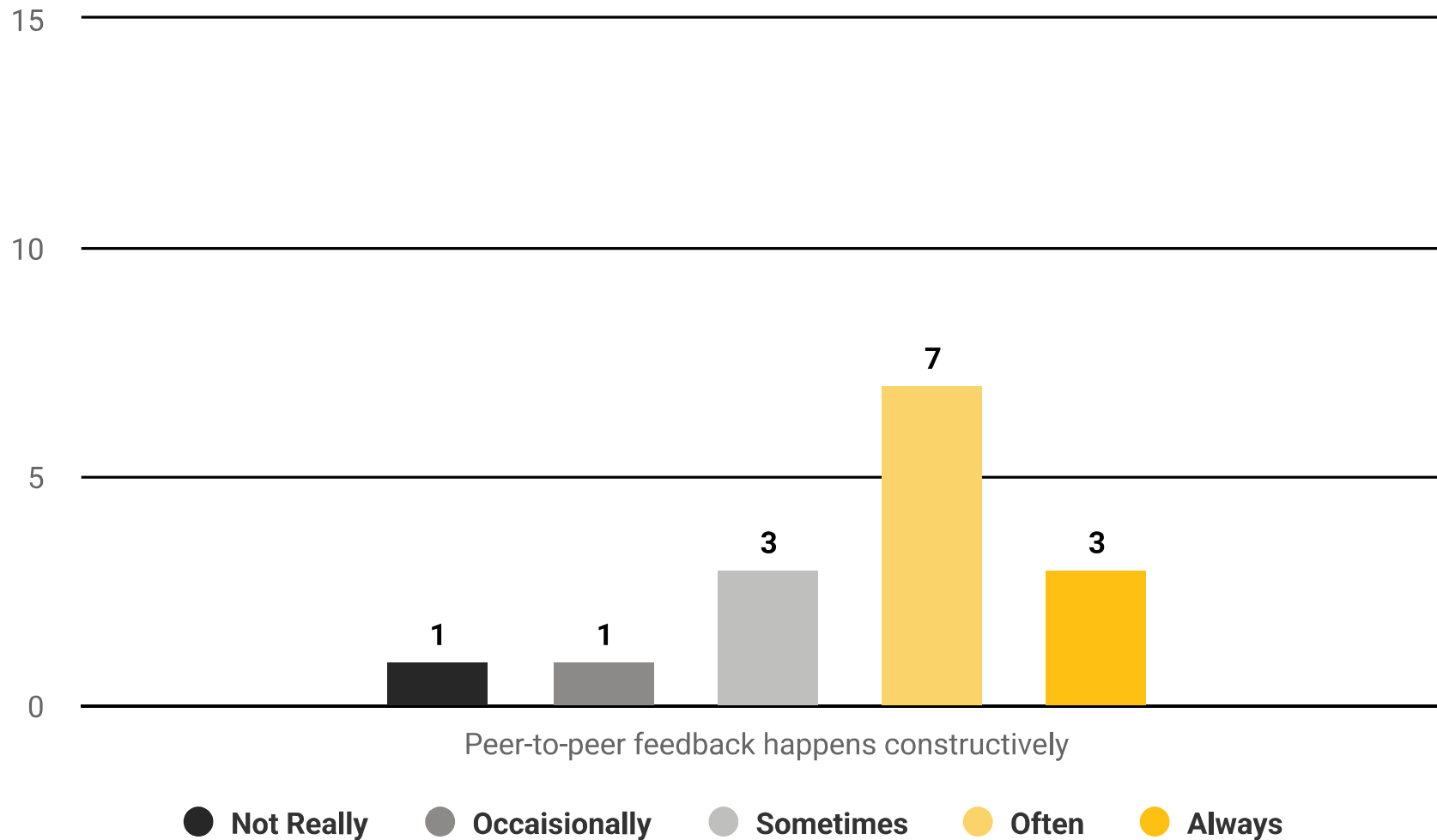
Individuals take responsibility for tasks and behaviours



Follow-up on commitments is consistent



Peer-to-peer feedback happens constructively



Energy & Engagement

Team energy reflects its culture. High engagement brings discretionary effort, positivity, and resilience.

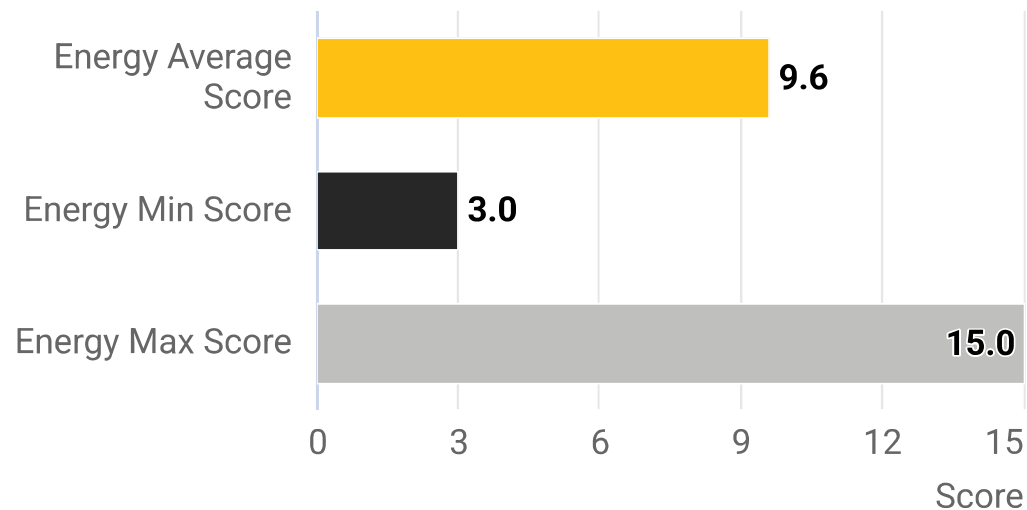
Members are present, proactive, and willing to exceed expectations because they want to, not because they must.

Energetic teams recover faster from setbacks and maintain momentum during challenging periods.

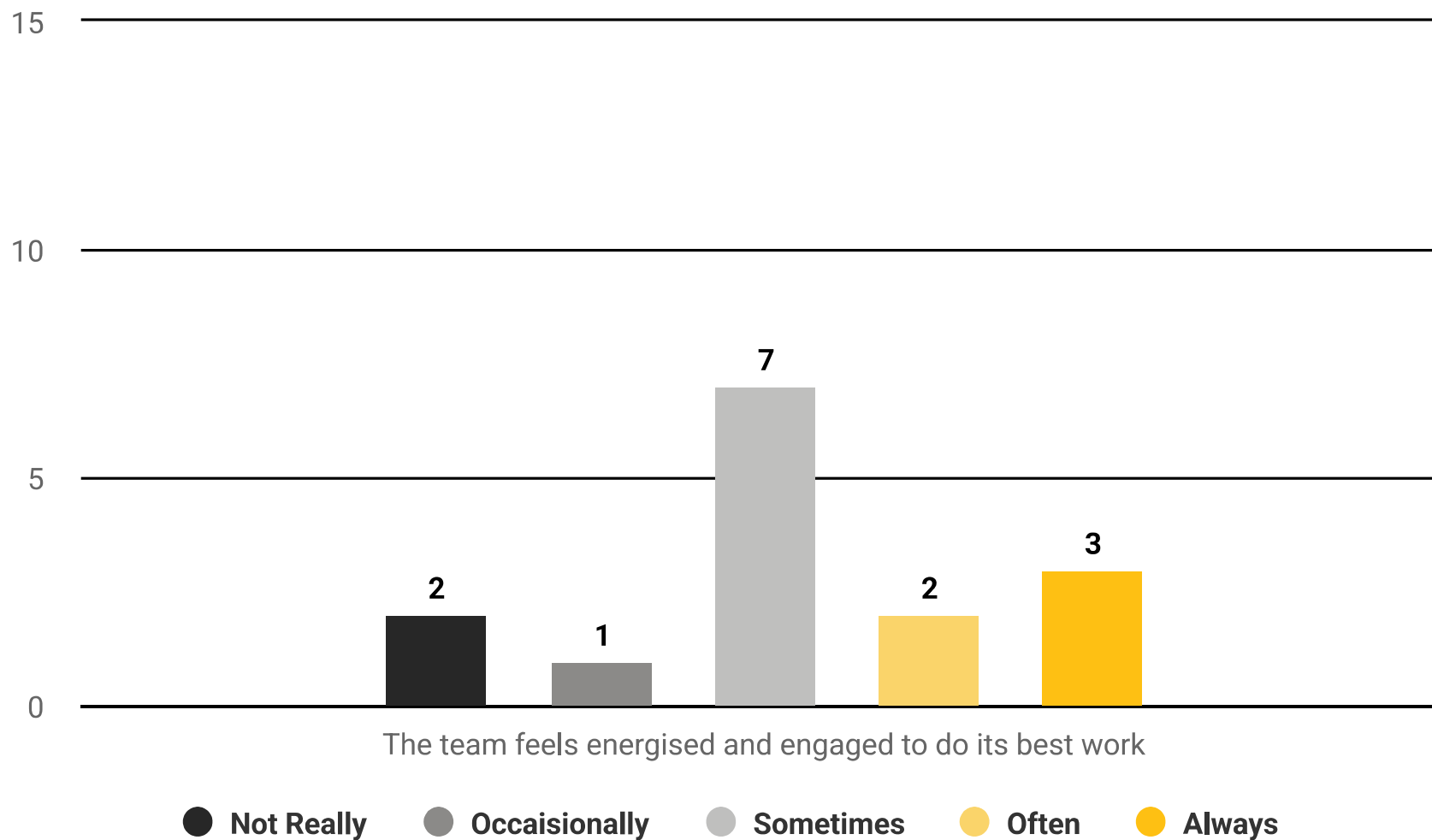
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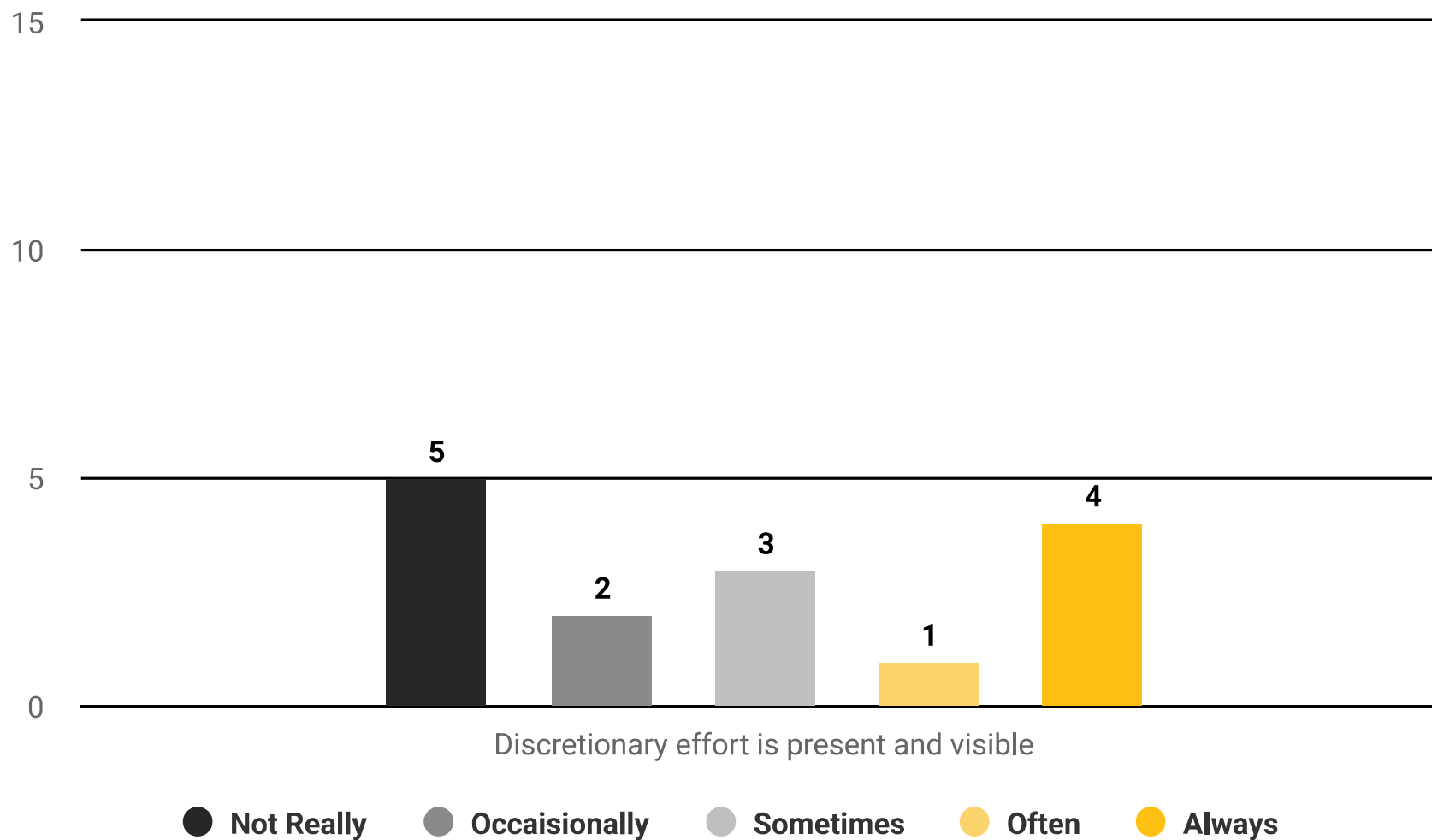
Energy & Engagement Scores



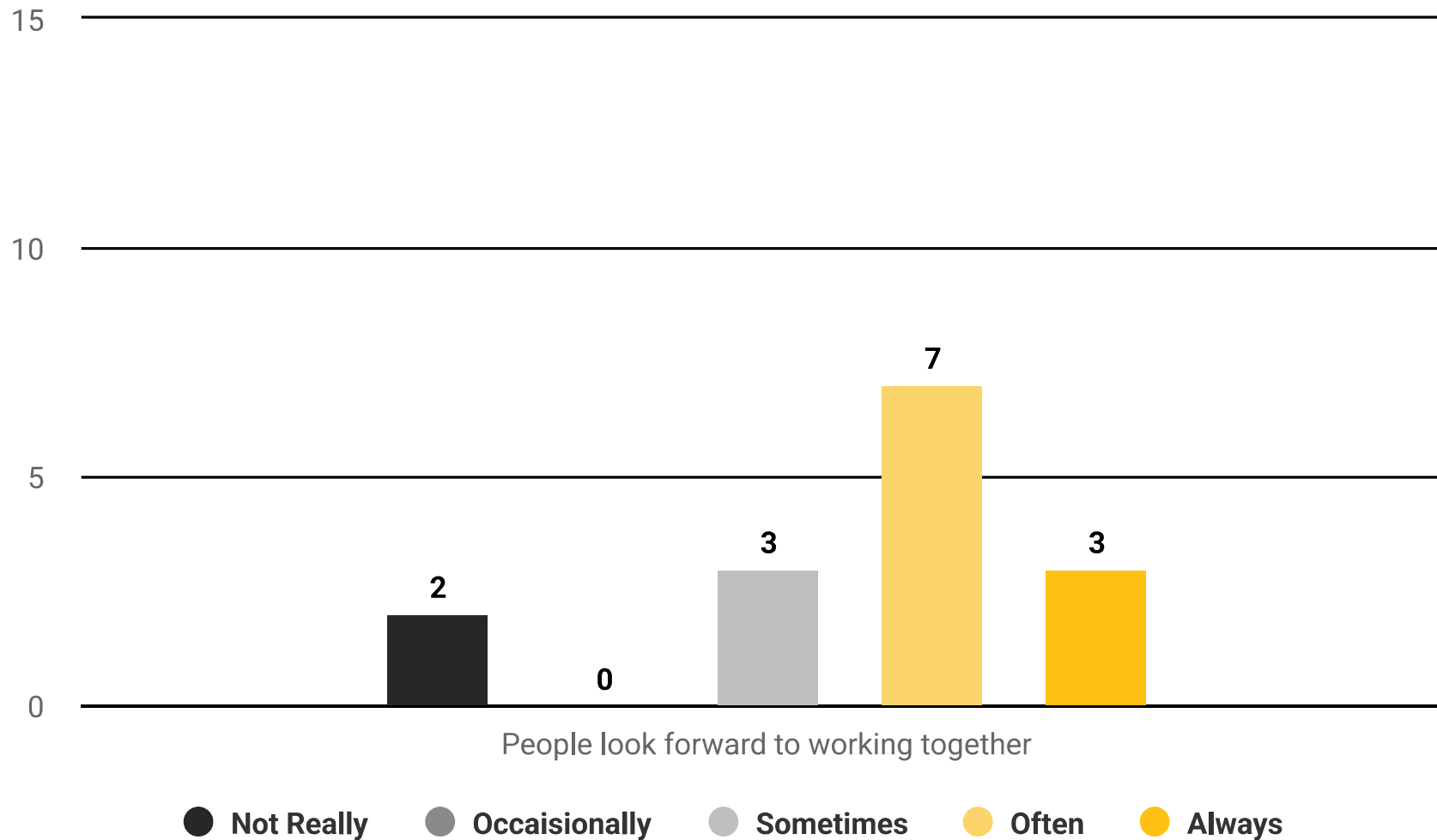
The team feels energised and engaged to do its best work



Discretionary effort is present and visible



People look forward to working together



Teaming

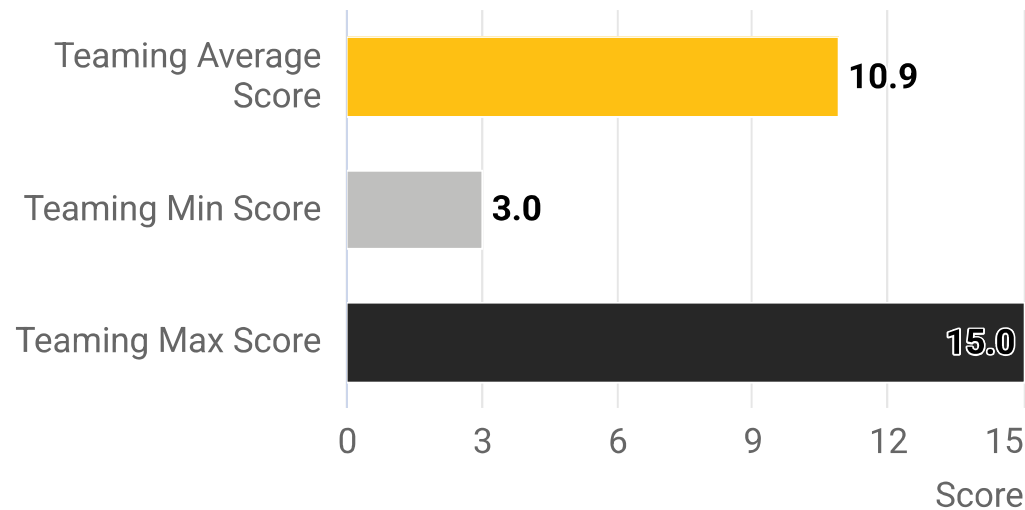
Teaming transcends working together to build deep, dynamic connections within the team.

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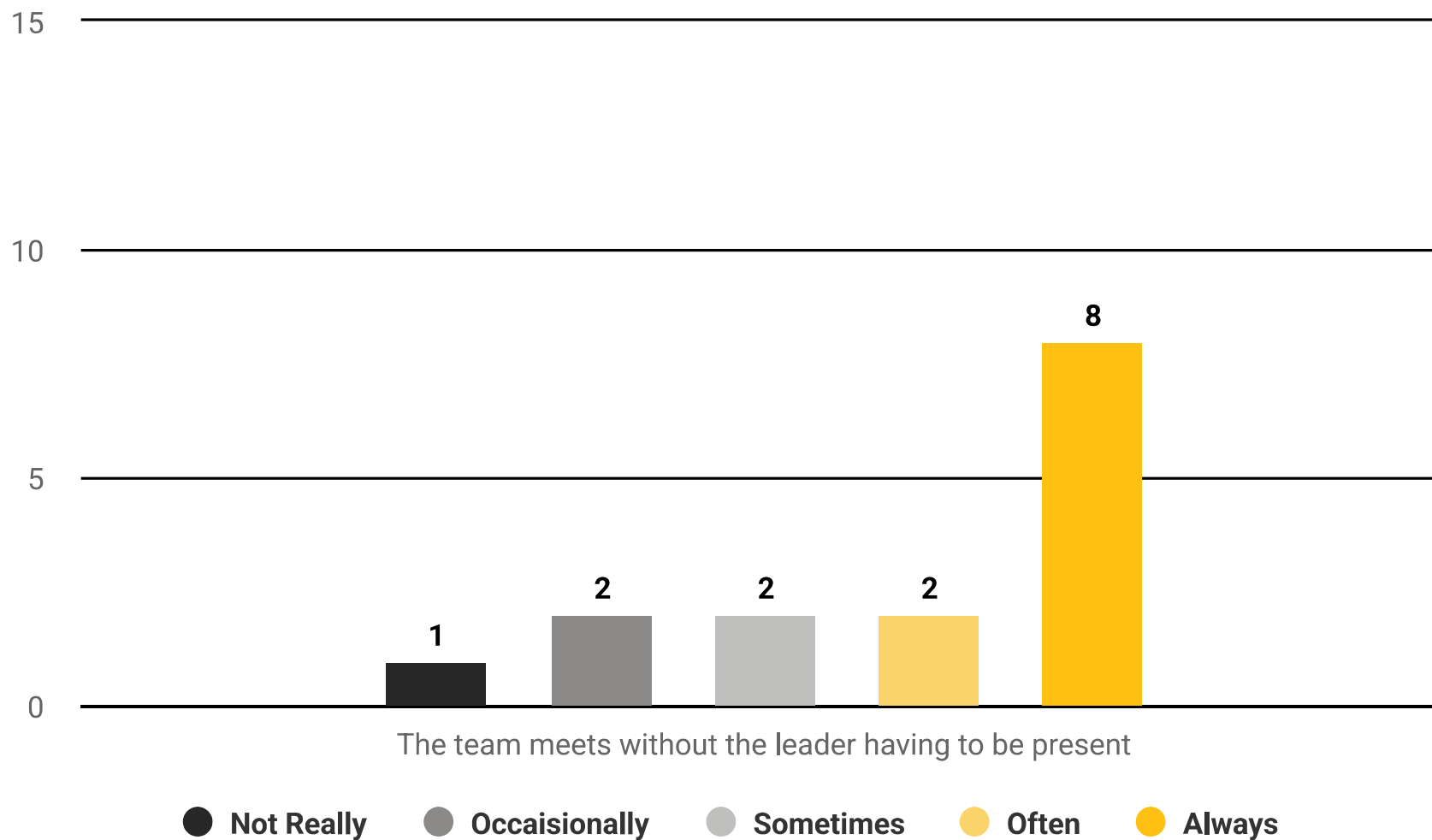
This social foundation strengthens resilience, promotes inclusion, and creates belonging.



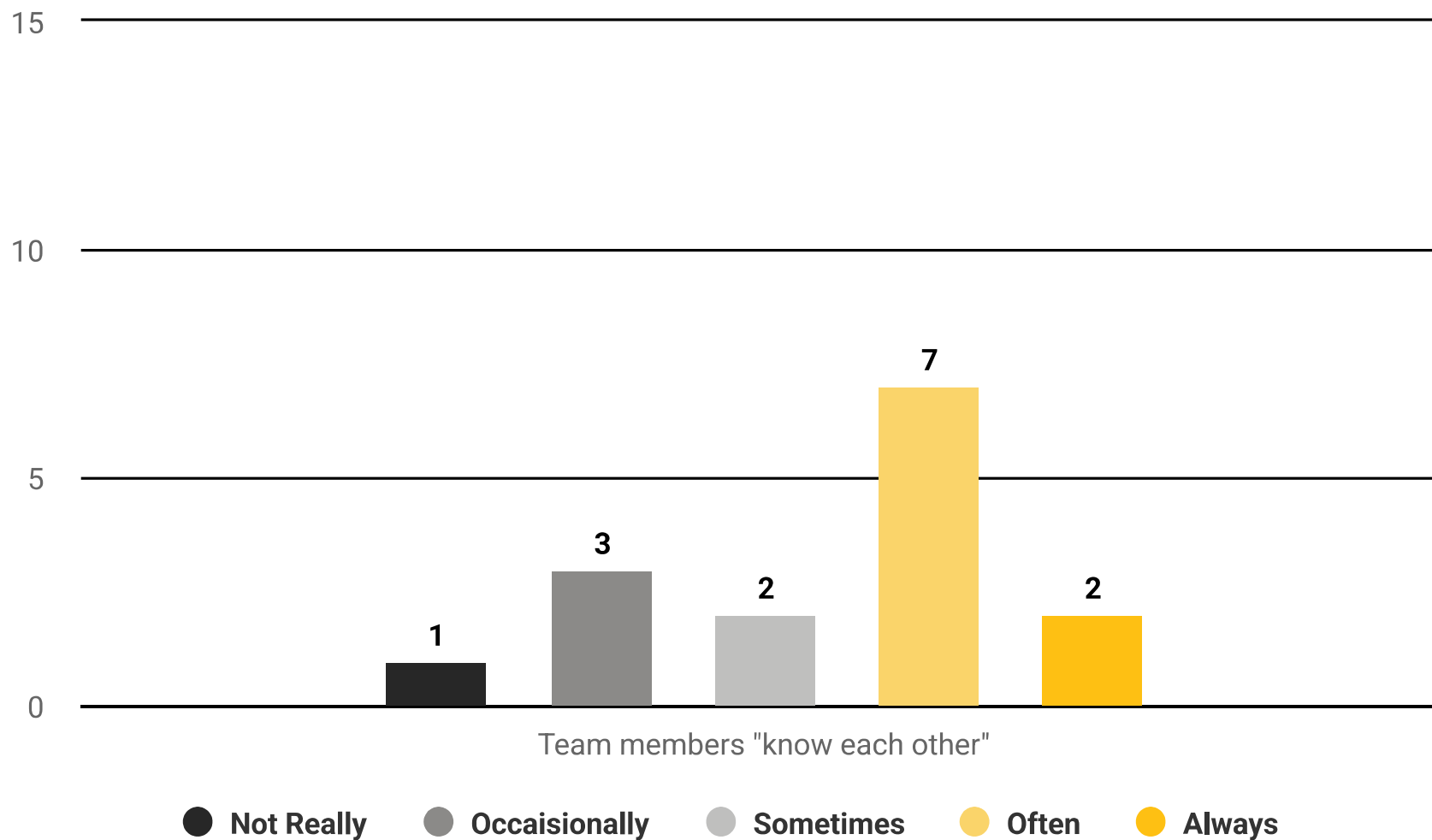
Teaming Scores



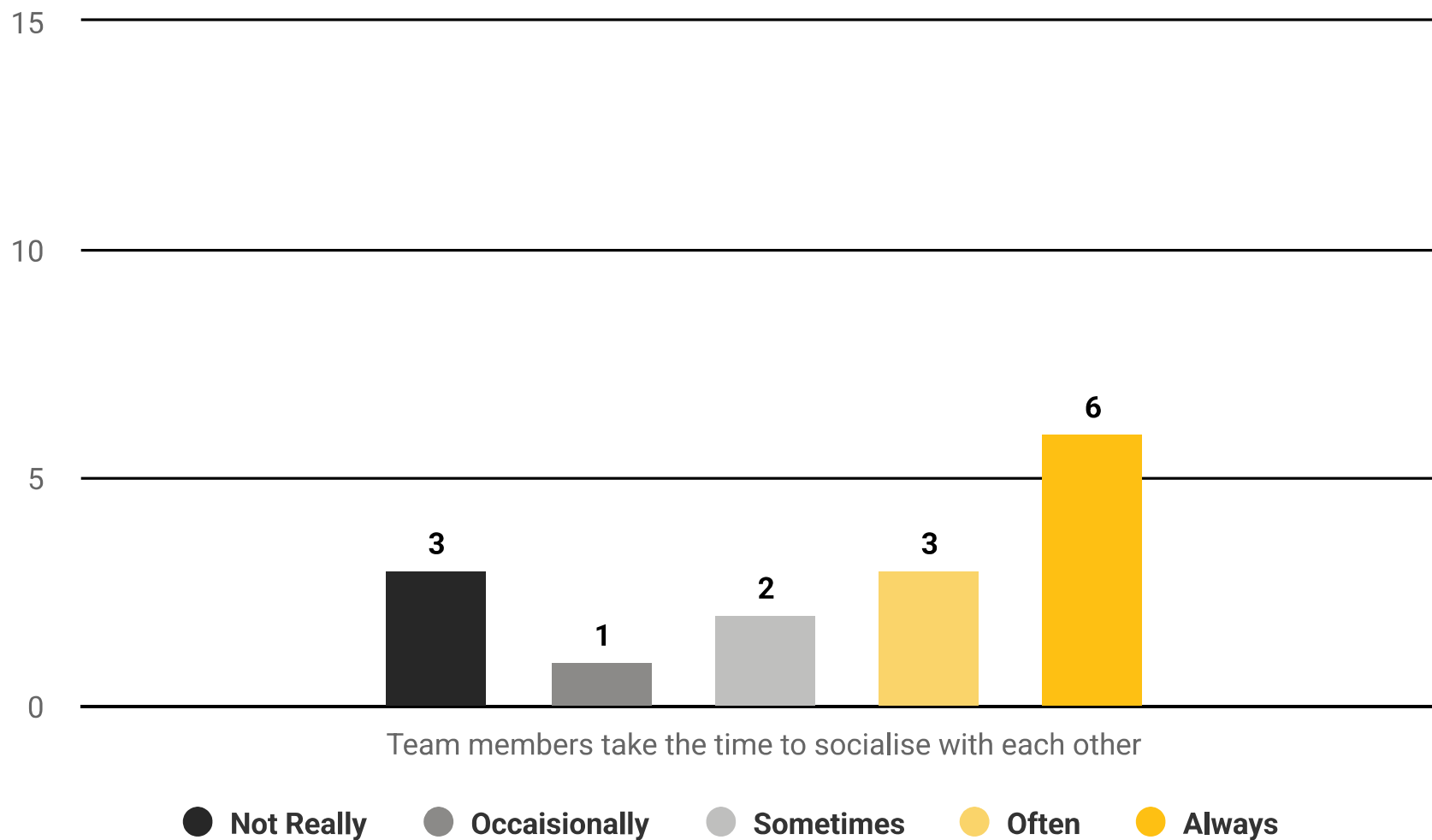
The team meets without the leader having to be present



Team members "know each other"



Team members take the time to socialise with each other



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