

Understanding the Team Behaviours Index

From team insight to focused development

A structured approach to understanding and strengthening team behaviours.



Six dimensions of team effectiveness

TBI captures how team members experience the behaviours that influence how the team works together. Together, these six dimensions provide a practical language for exploring and improving team performance.

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|---|---|
|  <h2>Alignment</h2> <p>Shared direction, priorities and purpose.</p> |  <h2>Communication</h2> <p>Clarity, openness and quality of dialogue.</p> |
|  <h2>Trust & Safety</h2> <p>Ability to challenge, contribute and speak honestly.</p> |  <h2>Accountability</h2> <p>Ownership, follow-through and mutual responsibility.</p> |
|  <h2>Energy</h2> <p>Momentum, motivation and confidence.</p> |  <h2>Teaming</h2> <p>The ability to collaborate effectively across boundaries.</p> |

 TBI assesses the team experience. It does not evaluate individual employees.

A clear route from assessment to action

Exploration comes before intervention. The consultant helps the team understand what the results may mean in its own context before any development activity is considered.



1. Administer

Set up the team and distribute the assessment.



2. Self-Assess

Team members complete the TBI self-assessment.



3. Explore

The consultant helps the team understand the results.



4. Develop

The team considers focused development interventions.

The assessment process is managed for you

Once the participating team and contact details are agreed, the Entrepleio distribution platform manages invitations, reminders, assessment responses and report generation.

Team Administration

- Set up participating teams
- Maintain participant contact details

Communications

- Send assessment invitations
- Send reminder communications

Assessment Management

- Run the team measurement
- Support response collection

Reporting

- Generate the Practitioner Report
- Generate the Client Report

A consistent process with low-touch client administration.



A clear view of the team's responses

The report provides four key outputs to support the team conversation:

1 Overall TBI score

Ranges from 20 to 100.

2 Range of participant scores

Shows spread of individual responses.

3 Results across six dimensions

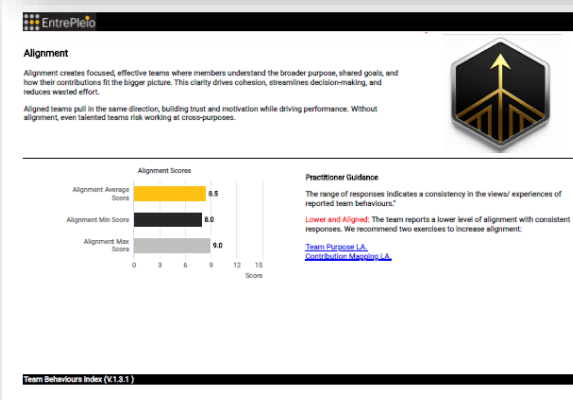
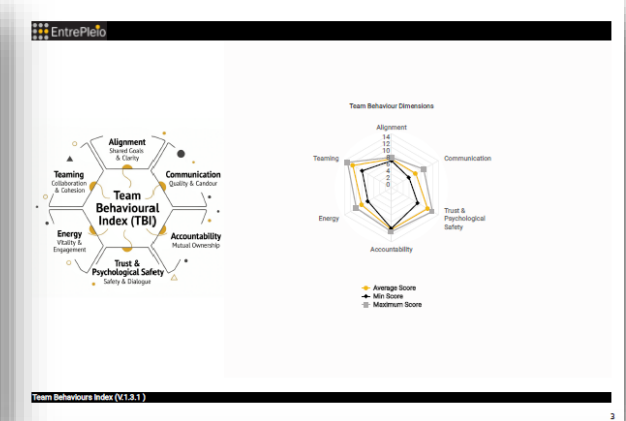
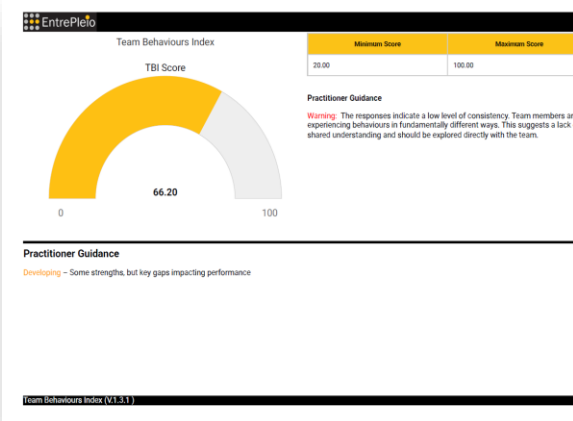
Scores range from 3 to 15, with average, minimum and maximum.

4 Question-level distributions

Reveals where team members are aligned or divergent.

Sample Results

The range and distribution help show whether team members are experiencing behaviours in similar or different ways.



The report starts the conversation

Results are explored in a recommended sequence, moving from the overall picture to specific detail.

01 Overall score and range

Understand the top-level result and range of perspectives.

02 Six dimensions

Explore strengths, differences and areas attracting attention.

03 Question-level results

Examine specific response patterns where more detail is useful.

Example exploration questions

“What do you notice?”

“Where does this reflect your experience?”

“What might help explain the differences?”

📖 *Curiosity before judgement. Understanding before action.*



Evidence before conclusions

Consultants receive a Practitioner Report containing interpretation guidance and links to relevant intervention resources. This supports preparation and is not presented directly to the client.

Factual

What is visible in the results? *Example: There is a wide range in Alignment responses.*

Hypothesis

What might be happening? *Example: Team goals may not be understood consistently.*

Questions

What should we explore with the team?

Example: "How would each of us describe the team's most important goals?"

Notes

What relevant context emerges from the team's situation?

A hypothesis is a possibility to explore, not a conclusion.

Focused development based on what the team discovers



Illustrative example only

The selected intervention depends on the team's results and discussion.

Result

Alignment responses are lower and varied.

Exploration

The team discusses goals, role contribution and what good looks like.

Possible Resources

- Team Purpose
- Contribution Mapping
- Goal Set
- Role Clarity Canvas

A practical, evidence-led team development process



Simple Administration

A consistent, managed campaign process with minimal client overhead.



Structured View

A clear picture of team responses across six dimensions.



Facilitated Discussion

Exploration grounded in evidence, not assumption.



Relevant Resources

Development options linked directly to the team's findings.

TBI helps teams understand how they are working together, develop a shared view of their opportunities and focus development activity where it is most relevant.

Identify a team where stronger team behaviours could support an important business priority.

