

# Championship Team Assessment



An Advanced Tool for Optimizing  
Team Alignment and Performance



## > Introduction



In championship relay teams, success isn't determined by individual talent alone—it's about how that talent connects. The fastest four runners often lose to teams with seamless handoffs and strategic positioning. This same principle applies to your organization. Develop excellence

The Relay Ready Championship Team Assessment evaluates your team across the five components that transform individual excellence into championship performance:

1. **Individual Excellence:** How effectively do team members maximize their specific contributions?
2. **Strategic Positioning:** Are people positioned where their natural strengths create maximum impact?
3. **Flawless Exchanges:** How seamlessly does work transfer between team members?
4. **Deliberate Practice:** How systematically does your team develop excellence?
5. **Systematic Resilience:** How effectively does your team recover and learn from setbacks?

This assessment will identify precisely where your team stands on the journey from good to championship performance. More importantly, it provides a clear roadmap for transforming areas of opportunity into competitive advantages.

Are you ready to discover what's keeping your talented individuals from becoming a championship team?

## INSTRUCTIONS

1. Rate each statement honestly on a scale of 1-5:
  - o 1 = Strongly Disagree
  - o 2 = Disagree
  - o 3 = Neutral
  - o 4 = Agree
  - o 5 = Strongly Agree
2. Calculate section scores by adding the ratings for each section
3. Use the interpretation guides to identify your team's strengths and opportunities
4. Complete the action planning templates to implement immediate improvements

## SECTION 1: INDIVIDUAL EXCELLENCE (RUNNING YOUR LEG)



Statement	1	2	3	4	5
Team members consistently achieve deep focus on their most important responsibilities					
Team members have mastered the technical aspects of their primary roles					
Team members maintain strategic awareness while executing their specific responsibilities					
Team members have developed routines that enable peak performance in high-pressure situations					
Team members clearly understand when to execute their responsibilities and when to pass the baton					
Team members take full ownership of their area of responsibility					
Team members actively develop their expertise through continuous learning					

SECTION 1 SCORE: \_\_\_\_ / 35

### Score Interpretation:

- 28-35: Championship Individual Excellence
- 21-27: Strong Individual Performance
- 14-20: Developing Individual Capabilities
- Below 14: Foundation Individual Performance

## SECTION 2: STRATEGIC POSITIONING (RIGHT PERSON, RIGHT POSITION)



Statement	1	2	3	4	5
Team members clearly understand which phase of projects energizes them most					
Current roles leverage team members' natural strengths and talents					
Team members know when to step into a different lane to support colleagues					
Team members are actively developing skills for complementary positions					
The team purposefully assigns responsibilities based on natural strengths					
The team has identified each member's primary position (Initiator, Accelerator, Maintainer, or Closer)					
The team has a balanced representation across all four positions					

SECTION 2 SCORE: \_\_\_\_ / 35

### Score Interpretation:

- 28-35: Championship Strategic Positioning
- 21-27: Strong Position Alignment
- 14-20: Developing Position Awareness
- Below 14: Foundation Position Alignment

## SECTION 3: FLAWLESS EXCHANGES (HANDOFF EFFECTIVENESS)



Statement	1	2	3	4	5
Handoffs between team members occur with optimal timing for both parties					
The team uses clear, consistent communication protocols during transitions					
The team maintains complete visibility throughout transition points					
Receiving team members execute confidently based on information without rework					
The team regularly practices and refines challenging exchanges					
Critical handoffs have standardized procedures that everyone follows					
The team recovers quickly when handoffs don't go as planned					

SECTION 3 SCORE: \_\_\_\_ / 35

### Score Interpretation:

- 28-35: Championship Exchange Excellence
- 21-27: Strong Exchange Capability
- 14-20: Developing Exchange Effectiveness
- Below 14: Foundation Exchange Level

## SECTION 4: DELIBERATE PRACTICE (CHAMPIONSHIP PREPARATION)



Statement	1	2	3	4	5
The team practices critical functions with deliberate purpose beyond just doing the work					
Practice activities focus on specific performance components rather than entire processes					
The team incorporates all practice types (foundational, integration, pressure, recovery)					
The team tracks the quality and results of practice activities with specific metrics					
The team treats deliberate practice as a strategic advantage rather than a cost					
The team creates environments that simulate real-world pressure during practice					
The team has established standards that exceed the industry norm					

SECTION 4 SCORE: \_\_\_\_ / 35

### Score Interpretation:

- 28-35: Championship Practice System
- 21-27: Strong Practice Approach
- 14-20: Developing Practice Framework
- Below 14: Foundation Practice Level

## SECTION 5: SYSTEMATIC RESILIENCE (RECOVERY CAPABILITY)



Statement	1	2	3	4	5
The team has a systematic, structured approach to responding to setbacks					
The team moves quickly through the recovery cycle following disruptions					
The team effectively converts setbacks into organizational learning					
Leaders effectively facilitate resilience during challenges					
Resilience is embedded in the team's culture rather than depending on individual willpower					
The team has established protocols for different types of setbacks					
The team maintains decision quality even under extreme pressure					

SECTION 5 SCORE: \_\_\_\_ / 35

### Score Interpretation:

- 28-35: Championship Resilience Capability
- 21-27: Strong Resilience Framework
- 14-20: Developing Resilience Approach
- Below 14: Foundation Resilience Level



# POSITION ASSESSMENT: IDENTIFYING YOUR TEAM'S NATURAL STRENGTHS



## THE INITIATOR

### Position Assessment

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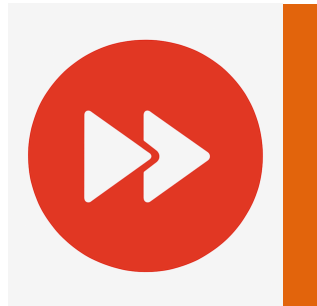
For each team member, rate their natural alignment with each position (1-5 scale):

Capability	Rating (1-5)
Vision articulation and direction-setting	
Starting from zero with confidence	
Establishing foundational standards	
Self-motivation and independent action	
Comfort with ambiguity and blank-slate situations	

#### Signs of Natural Initiator Strengths:

- Articulates compelling visions that inspire action
- Confidently creates momentum from a standing start
- Establishes clear standards at the beginning of projects
- Takes initiative without waiting for external direction
- Remains productive when facing uncertain or undefined situations

# POSITION ASSESSMENT: IDENTIFYING YOUR TEAM'S NATURAL STRENGTHS



## THE ACCELERATOR Position Assessment

For each team member, rate their natural alignment with each position (1-5 scale):

Capability	Rating (1-5)
Building momentum from established foundations	
System creation and optimization	
Scaling initial concepts with efficiency	
Technical implementation and improvement	
Real-time adaptation based on early feedback	

### Signs of Natural Accelerator Strengths:

- Excels at transforming promising starts into substantial progress
- Creates systems that enhance efficiency and repeatability
- Identifies pathways to expand initial concepts to wider application
- Implements technical improvements that optimize performance
- Quickly adjusts approach based on early implementation feedback

# POSITION ASSESSMENT: IDENTIFYING YOUR TEAM'S NATURAL STRENGTHS



## THE MAINTAINER

### Position Assessment

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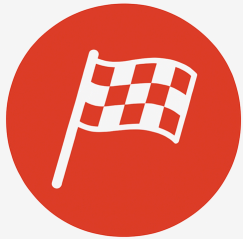
For each team member, rate their natural alignment with each position (1-5 scale):

Capability	Rating (1-5)
Technical precision and consistent execution	
Navigating complexity with methodical approaches	
Anticipating and preventing problems	
Maintaining quality under pressure	
Preparing for successful transitions	

#### Signs of Natural Maintainer Strengths:

- Executes processes with exceptional accuracy and consistency
- Systematically manages complicated situations without becoming overwhelmed
- Identifies potential issues before they develop into problems
- Preserves high standards even during challenging circumstances
- Creates thorough preparations for handoffs to subsequent phases

# POSITION ASSESSMENT: IDENTIFYING YOUR TEAM'S NATURAL STRENGTHS



## THE CLOSER

### Position Assessment

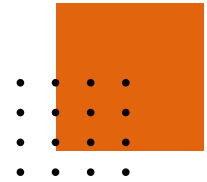
For each team member, rate their natural alignment with each position (1-5 scale):

Capability	Rating (1-5)
Performance under high-pressure situations	
Detail orientation during final execution	
Tactical adaptability based on current situation	
Assuming responsibility for final outcomes	
Competitive awareness and strategic finish	

### Signs of Natural Closer Strengths:

- Elevates performance when deadlines approach and stakes increase
- Maintains focus on critical details during final execution phases
- Adjusts tactics based on the situation inherited from earlier phases
- Takes full ownership of delivering final results regardless of challenges
- Maintains awareness of competitive position while driving to completion

# OVERALL ASSESSMENT SCORING



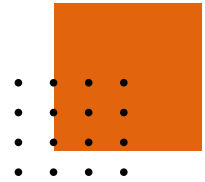
Component	Score	Performance Level
Individual Excellence		
Strategic Positioning		
Flawless Exchanges		
Deliberate Practice		
Systematic Resilience		
<b>TOTAL SCORE</b>	<b>/175</b>	

## Overall Performance Level:

- 140-175: **CHAMPIONSHIP TEAM** - Your team demonstrates exceptional alignment across all formula components. Focus on sustaining excellence and continuous refinement.
- 105-139: **STRONG TEAM WITH GROWTH POTENTIAL** - Your team shows many positive attributes but has clear opportunities for improvement in specific areas.
- 70-104: **TEAM NEEDS ADJUSTMENTS** - There are significant gaps in one or more formula components requiring immediate attention.
- Below 70: **CRITICAL MISALIGNMENT** - Your team requires comprehensive intervention to address fundamental issues across multiple areas.

## 30-DAY ACTION PLAN

Based on your assessment results, identify your lowest-scoring component and complete this action plan:



Focused Component:

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Specific Action	Who's Responsible	Target Date	Success Measures

## 90-DAY TEAM OPTIMIZATION PLAN

Strategic Objective	Key Activities	Resources Needed	Timeline	Outcome Indicators

## TEAM COMPOSITION MATRIX

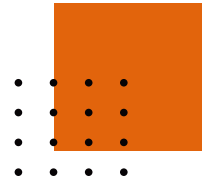
For key team members, indicate their primary and secondary positions:

Team Member	Current Role	Primary Position	Secondary Position	Position Alignment (1-5)

## REASSESSMENT SCHEDULE

For optimal team development:

- Conduct a full assessment quarterly
- Use monthly "pulse checks" for rapid progress monitoring
- Reassess immediately following any significant team restructuring



## CASE STUDY: CHAMPIONSHIP TRANSFORMATION

A technology company struggled with project completion despite having talented individuals. Their assessment revealed scores of:

- Individual Excellence: 29/35 (Championship Level)
- Strategic Positioning: 16/35 (Foundation Level)
- Flawless Exchanges: 18/35 (Developing Level)
- Deliberate Practice: 22/35 (Strong Level)
- Systematic Resilience: 25/35 (Strong Level)

The clear constraint was Strategic Positioning. After implementing position optimization by moving:

- Their natural initiator from a maintainer role to new product development
- A strong accelerator from an initiator role to scaling successful prototypes
- Their detail-oriented maintainer from a closer role to quality assurance
- Their natural closer from an accelerator role to finalize and launch products

**Results:** Project completion rates increased by 34%, team satisfaction improved by 28%, and time-to-market decreased by 21% within six months.



# > **READY TO BUILD A CHAMPIONSHIP TEAM?**

01



## **COMPLETE THE CHAMPIONSHIP ASSESSMENT WITH OUR ENTIRE TEAM**

Identify your highest-leverage improvement opportunities

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02



## **SCHEDULE YOUR COMPLIMENTARY 30-MINUTE FORMULA CONSULTATION**

Receive customized insights to identify your highest-leverage improvement opportunities

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03



## **CONTACT YOLANDA HARPER**



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# About Yolanda



Yolanda Harper, author of "Relay Ready: Turning Individual Excellence into Championship Teams," combines collegiate championship relay experience with over two decades of business leadership. Through keynotes, workshops, and strategic advisory services, Yolanda helps organizations identify and eliminate the performance gaps that prevent talented individuals from achieving championship results.

Based on the book "Relay Ready: Turning Individual Excellence into Championship Teams" by Yolanda Harper



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